

Competency Management at ICM MP

Finance & Business Administration Family
Competency Wheels

Oct 2004

SIEMENS
mobile

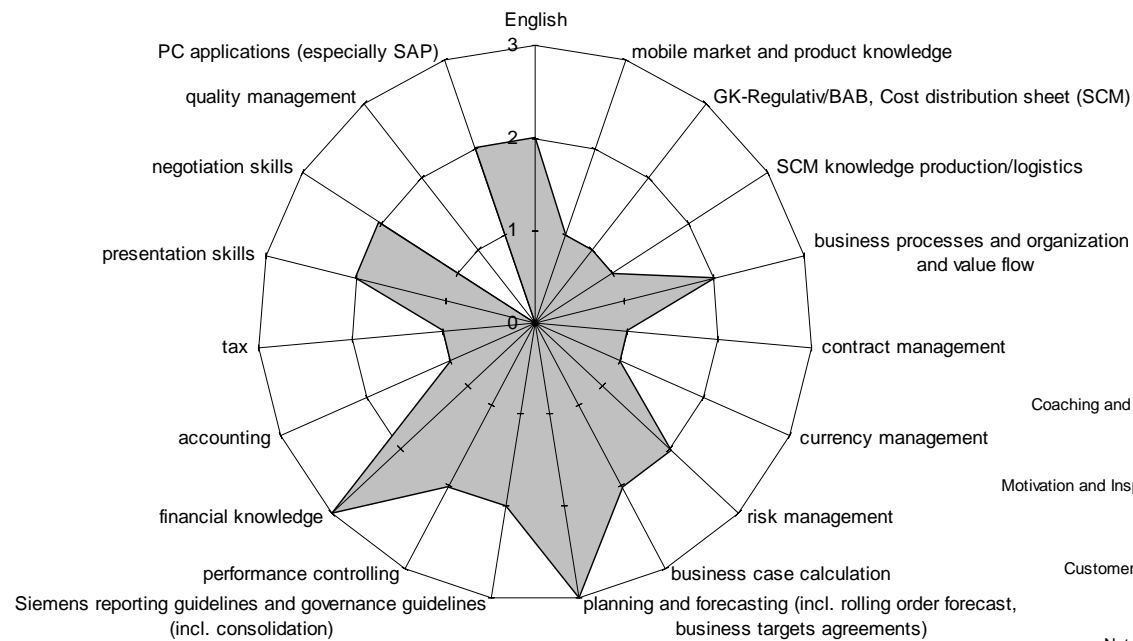
Competency Wheels

Financial Controller Group

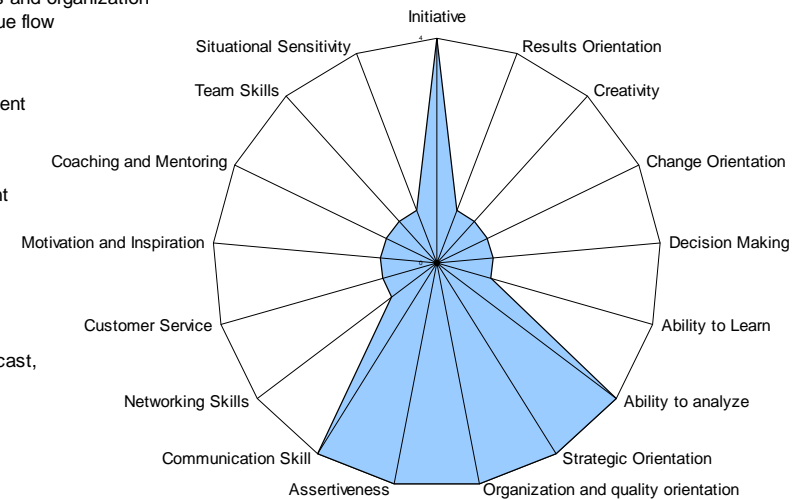
Financial Controller: Sales and Marketing Regional

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
Sales&Marketing Regional
Competency wheel: knowledge**



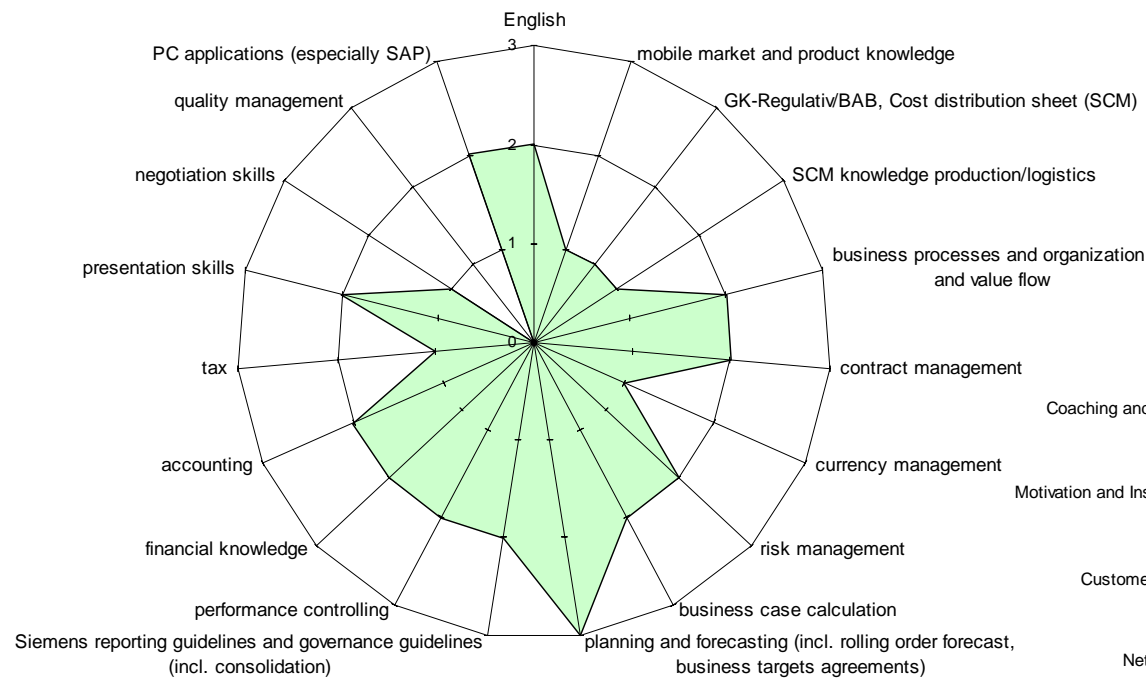
**Financial Controller
Competency wheel: Capabilities**



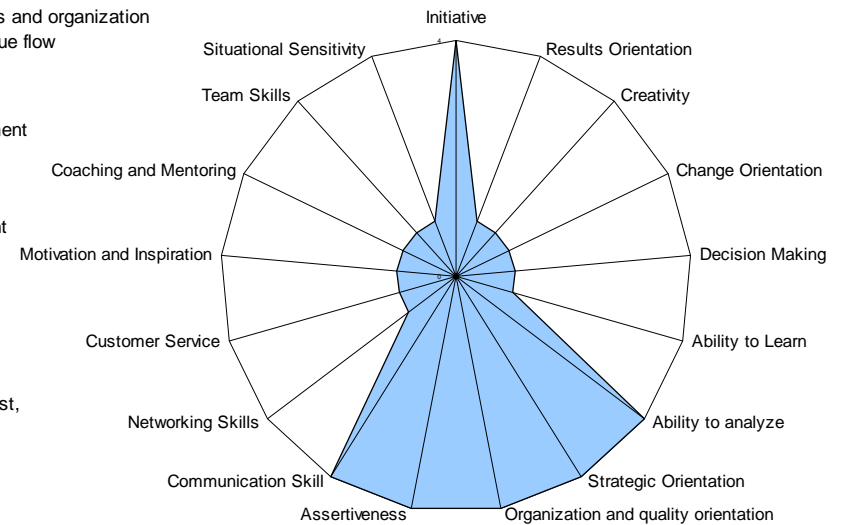
Financial Controller: PD

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
PD
Competency wheel: knowledge**



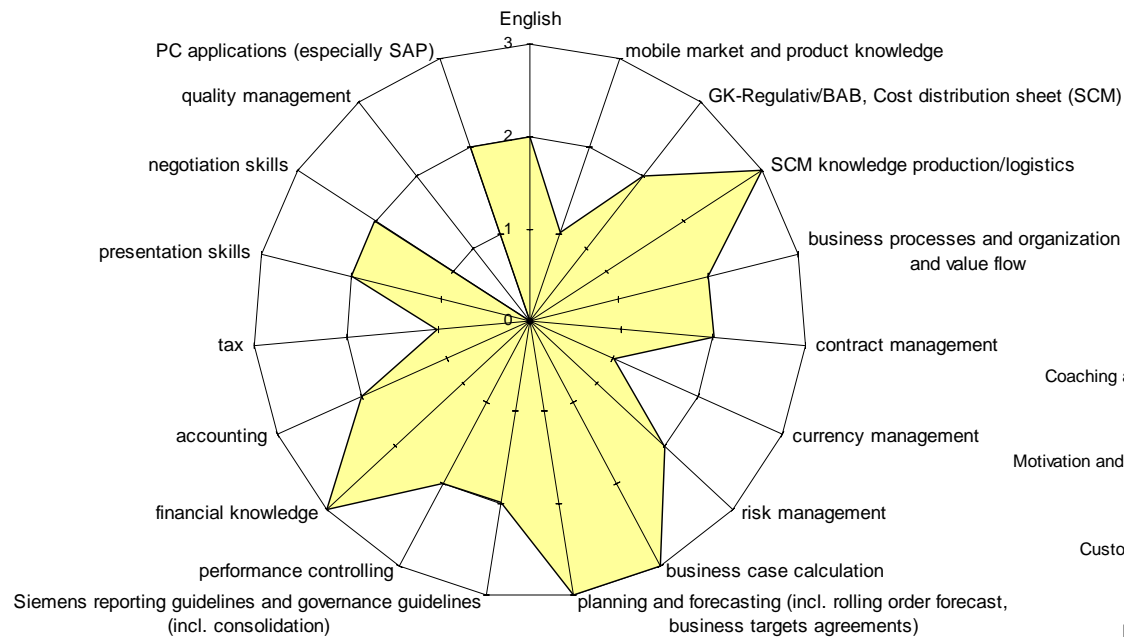
**Financial Controller
Competency wheel: Capabilities**



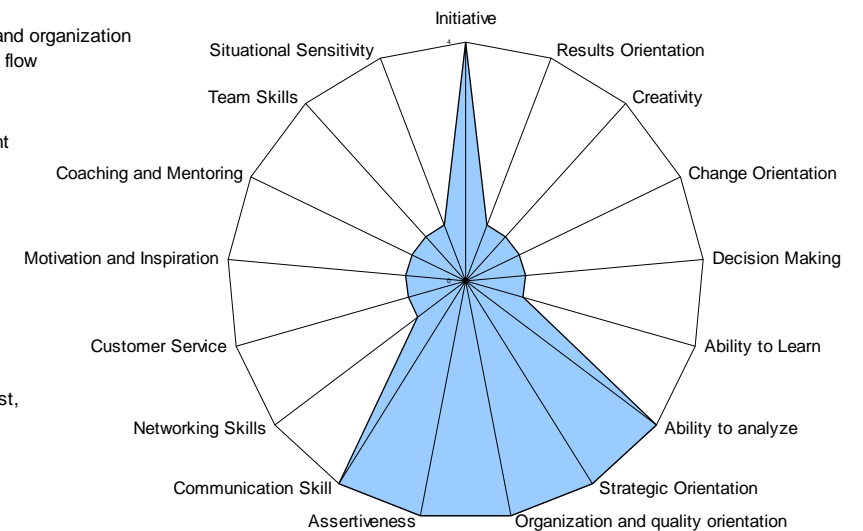
Financial Controller: SD

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
SD
Competency wheel: knowledge**



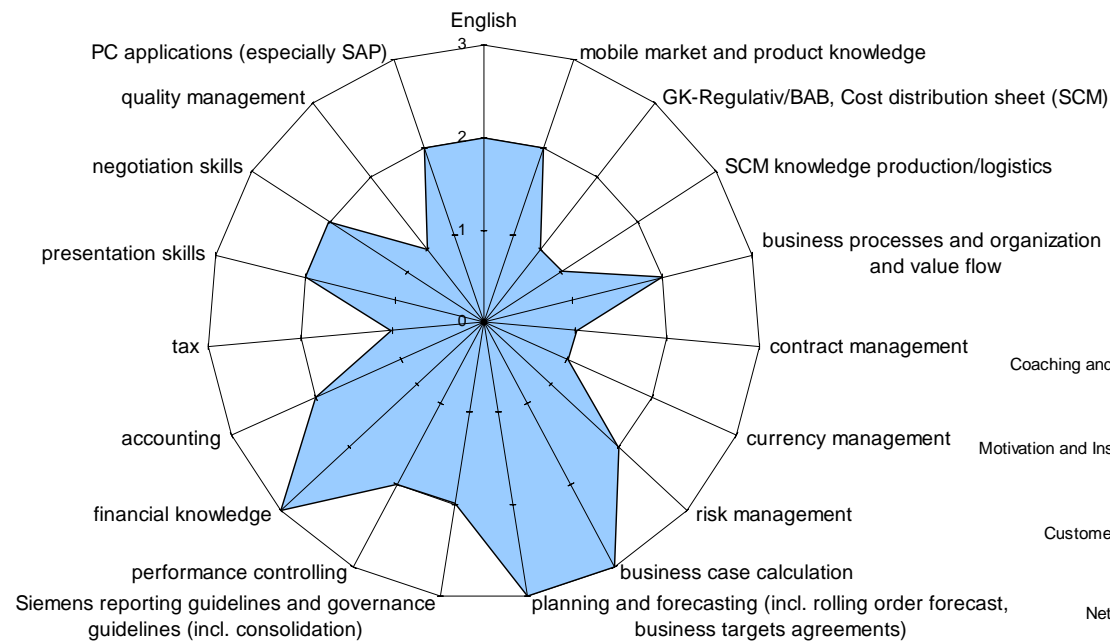
**Financial Controller
Competency wheel: Capabilities**



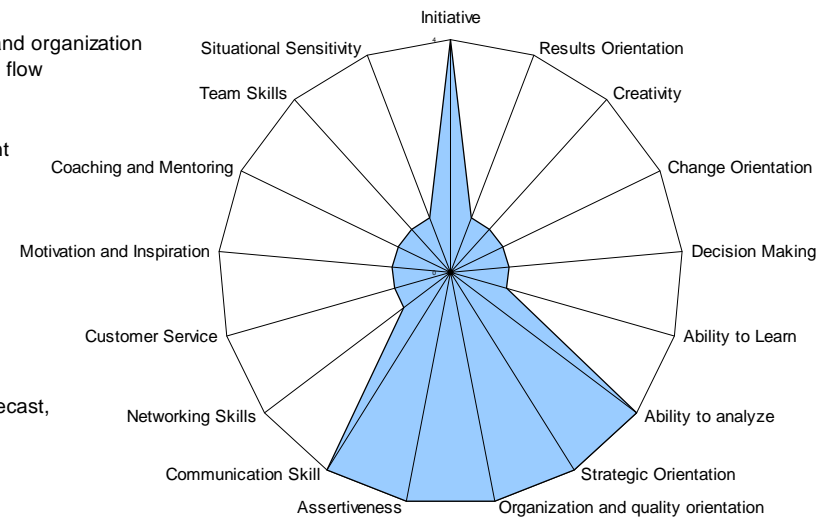
Financial Controller: PBM

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
PBM
Competency wheel: knowledge**



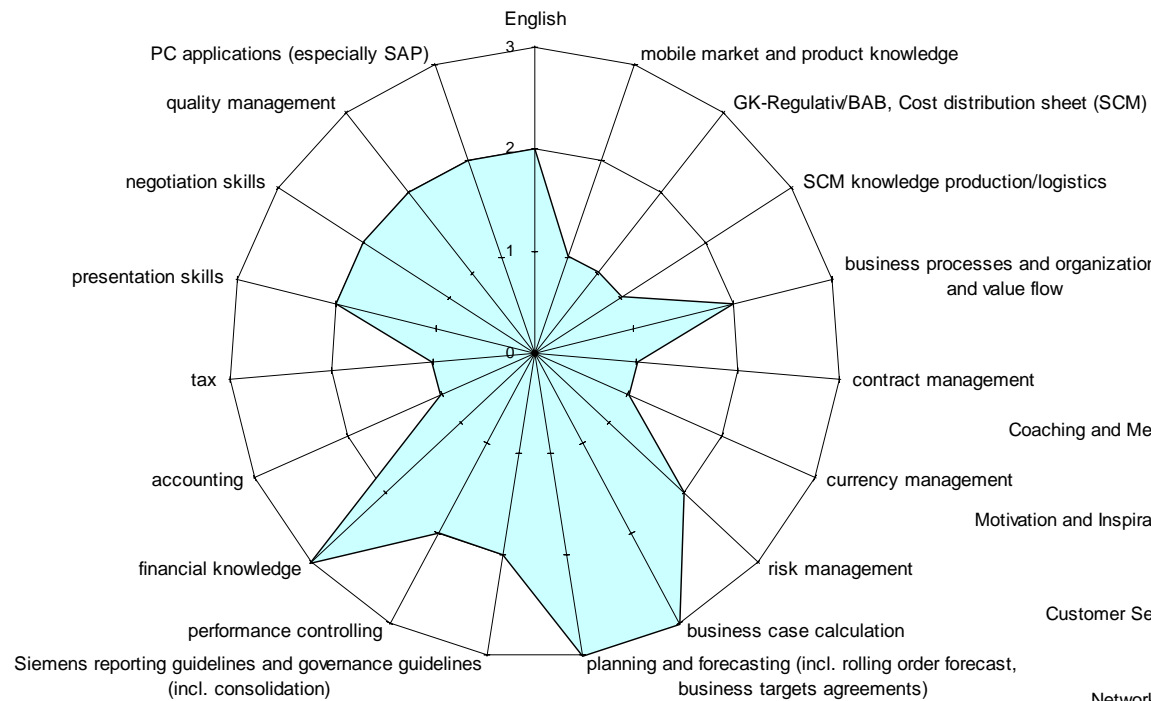
**Financial Controller
Competency wheel: Capabilities**



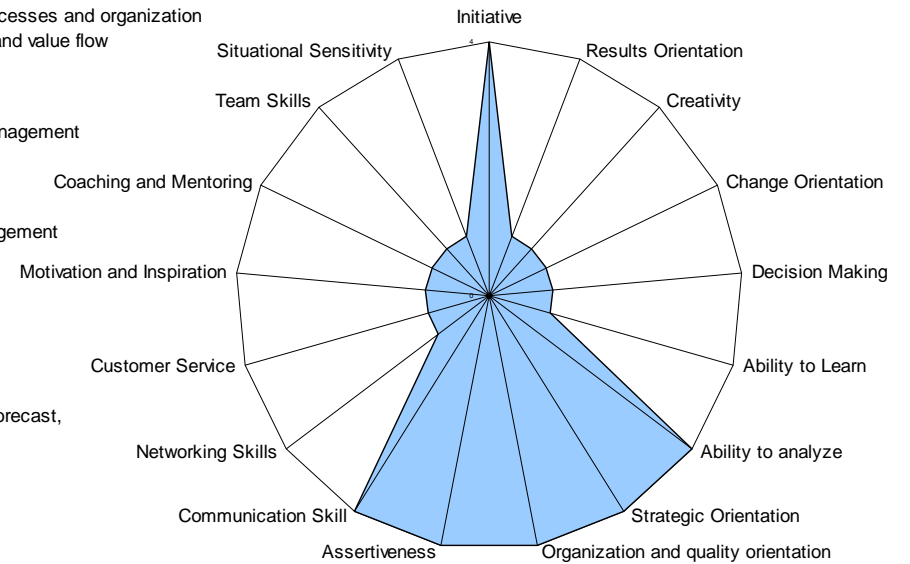
Financial Controller: CCQ

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
CCQ
Competency wheel: knowledge**



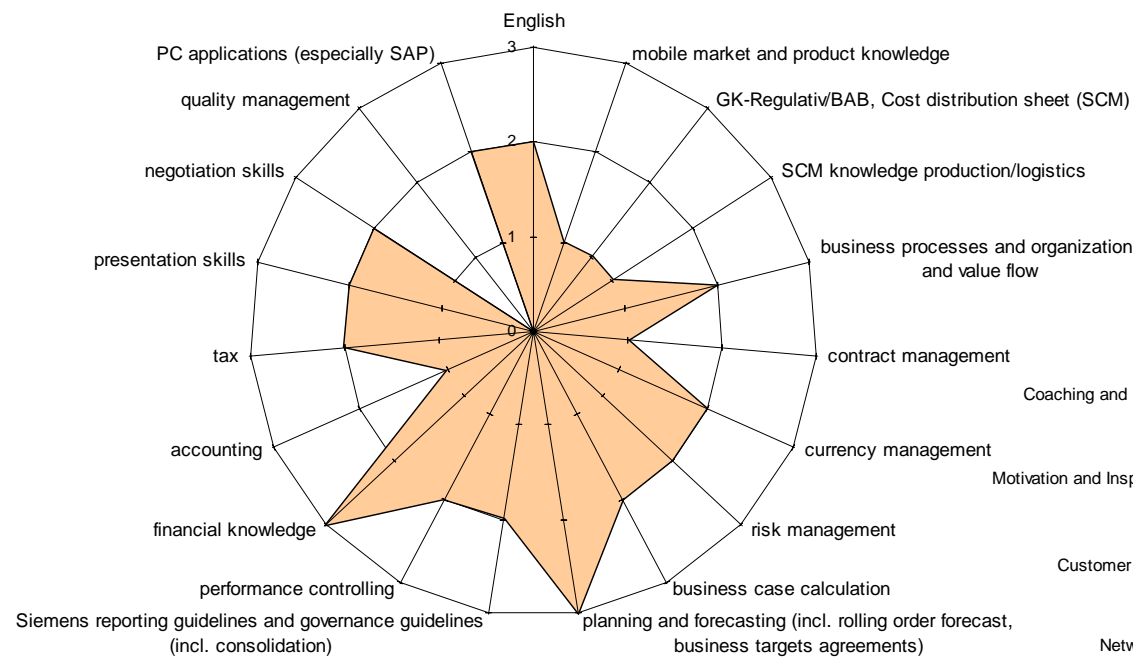
**Financial Controller
Competency wheel: Capabilities**



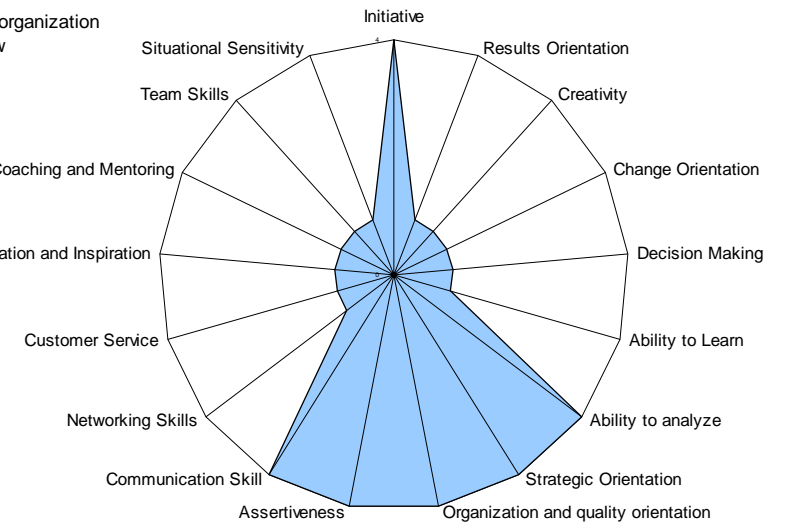
Financial Controller: S

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
S
Competency wheel: knowledge**



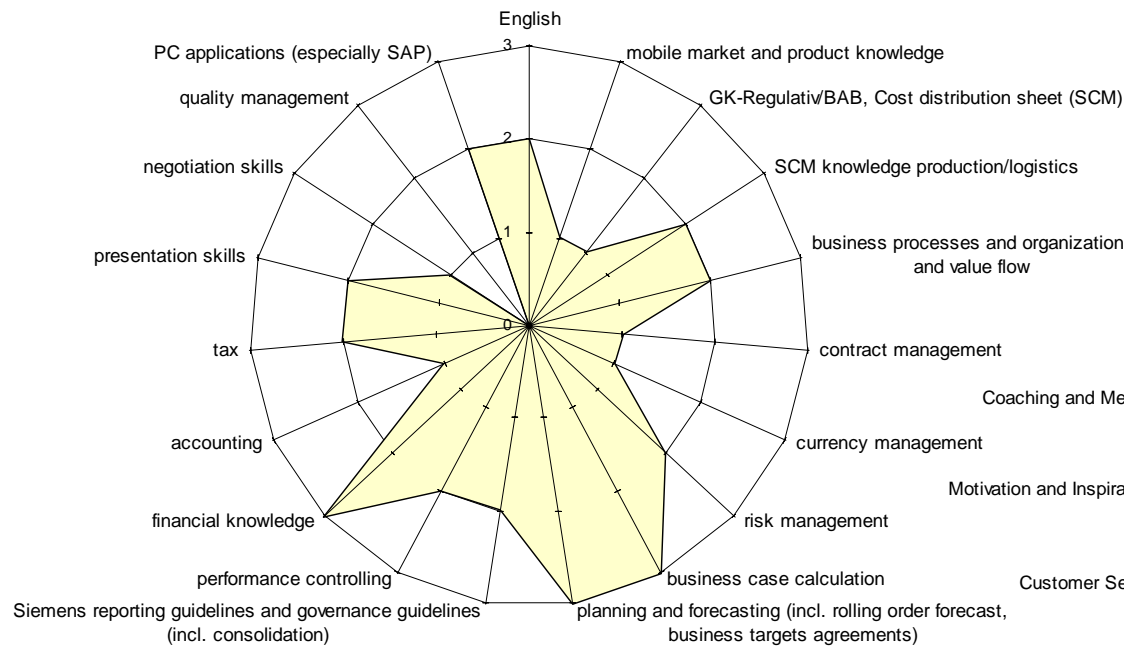
**Financial Controller
Competency wheel: Capabilities**



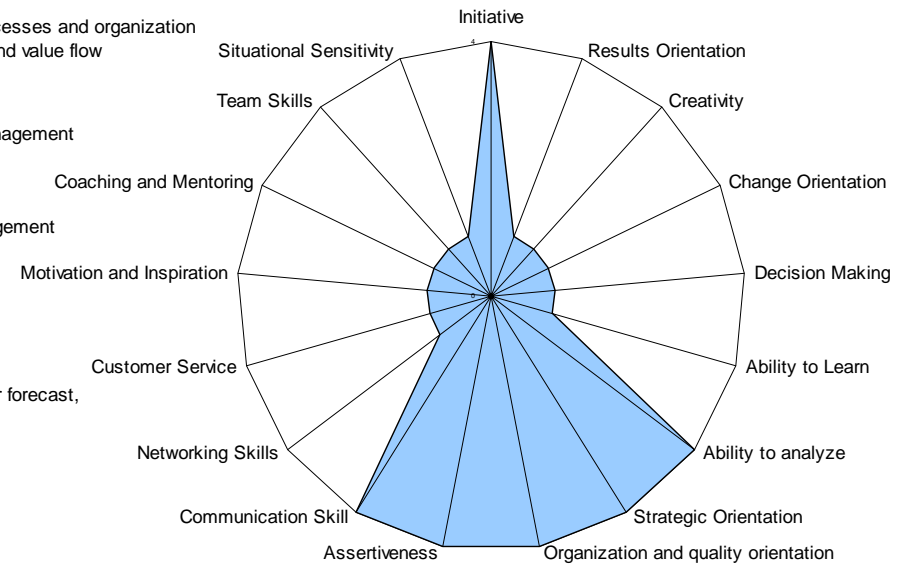
Financial Controller: AD

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
AD
Competency wheel: knowledge**



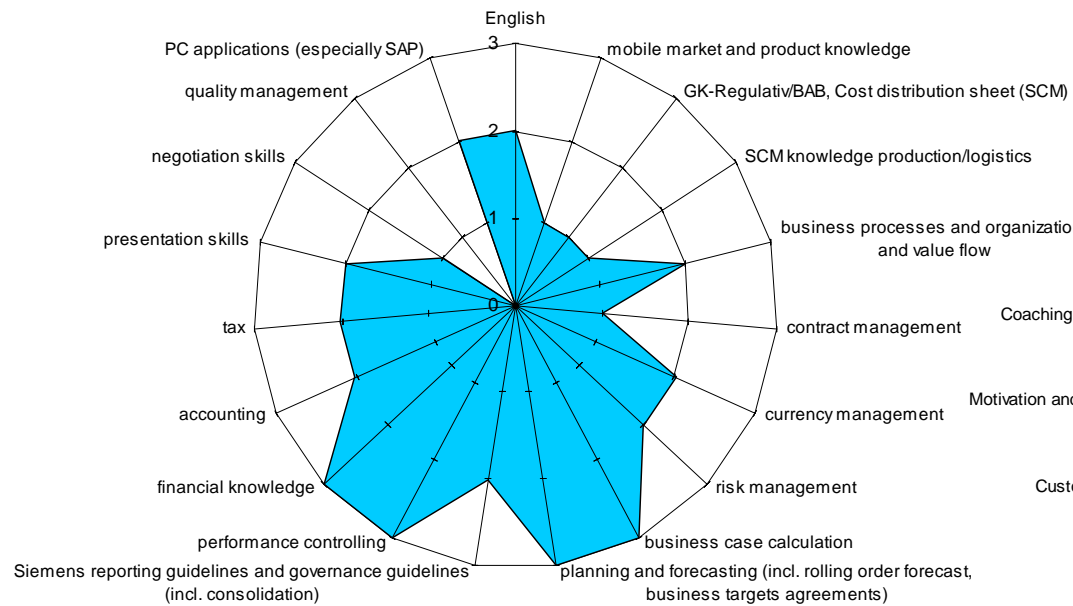
**Financial Controller
Competency wheel: Capabilities**



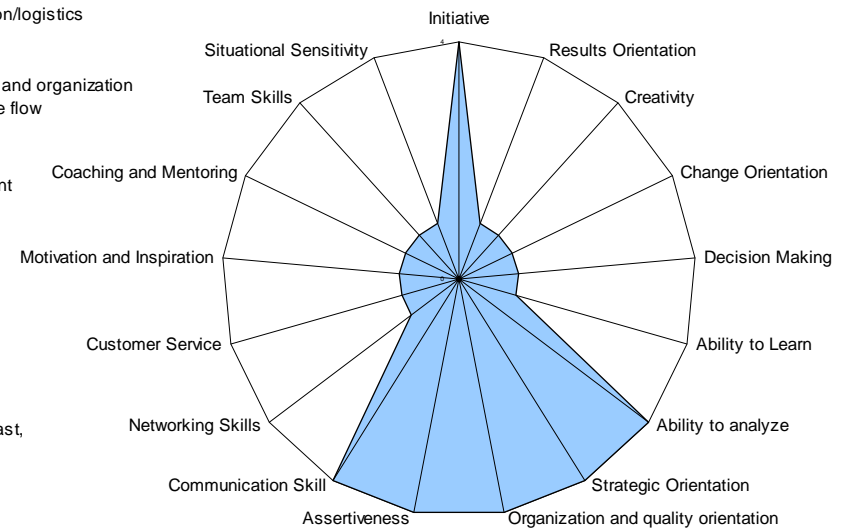
Financial Controller: PC

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
PC
Competency wheel: knowledge**



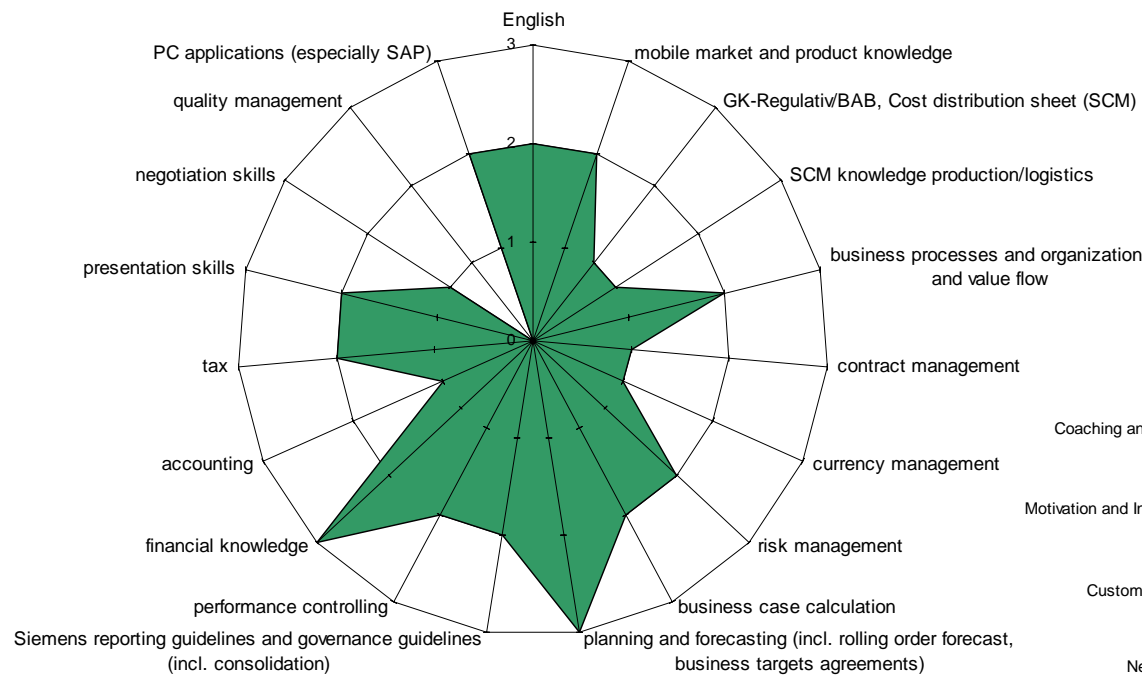
**Financial Controller
Competency wheel: Capabilities**



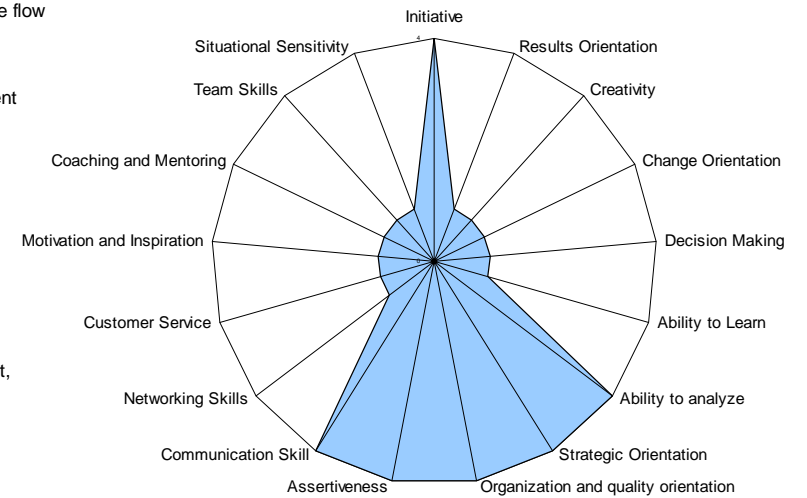
Financial Controller: SM

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Financial Controller
SM
Competency wheel: knowledge**



**Financial Controller
Competency wheel: Capabilities**



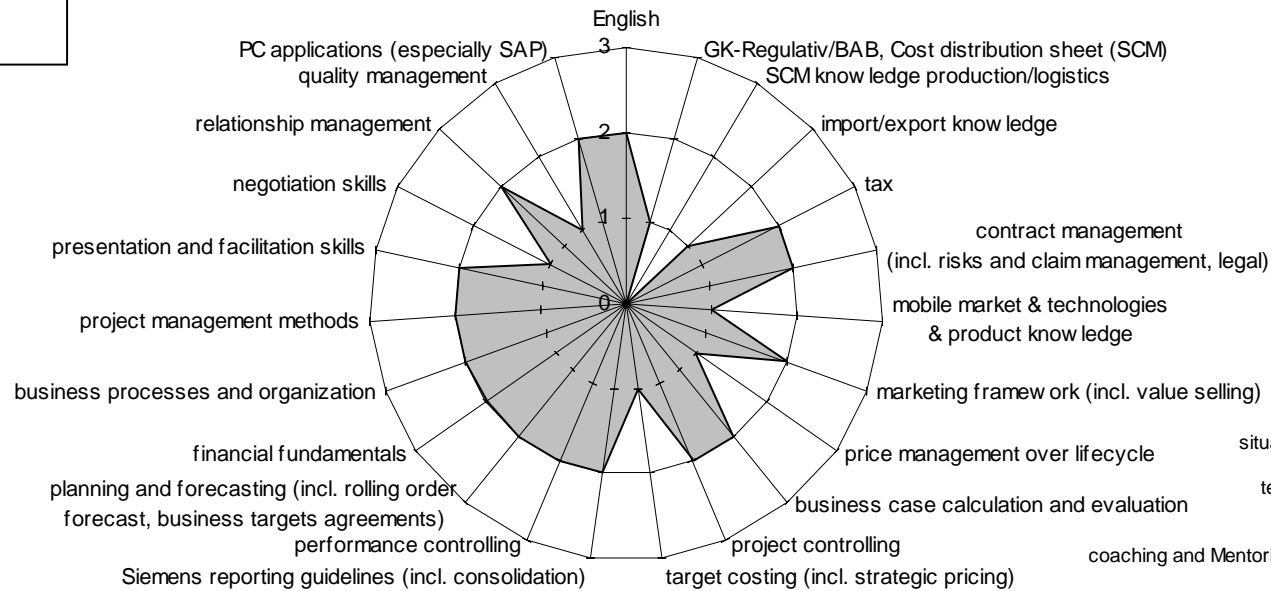
Competency Wheels

Functional BA Group

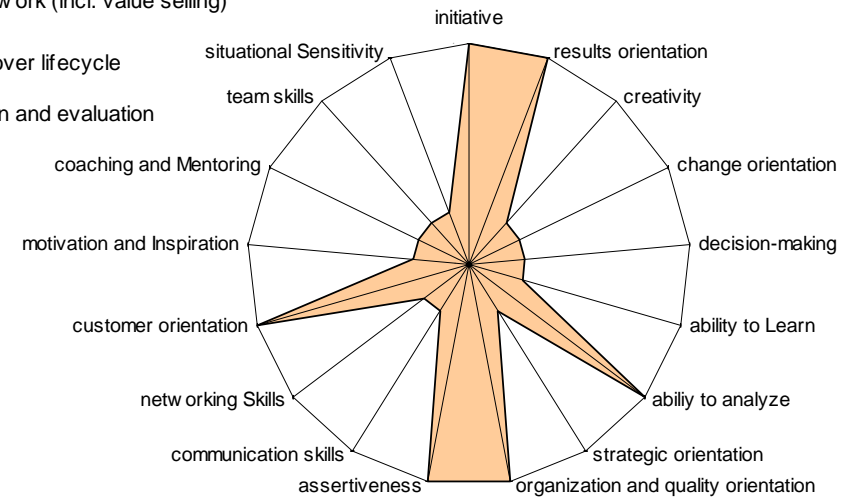
Functional BA: S&M

Level:
 0 = not relevant
 1 = basic
 2 = advanced
 3 = expert

Functional BA - S&M:
Competency wheel knowledge:

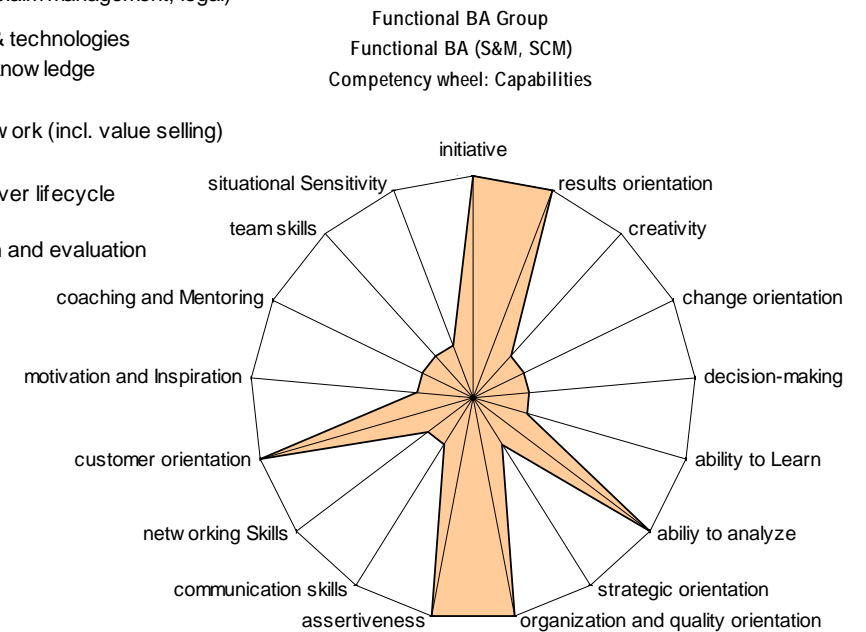
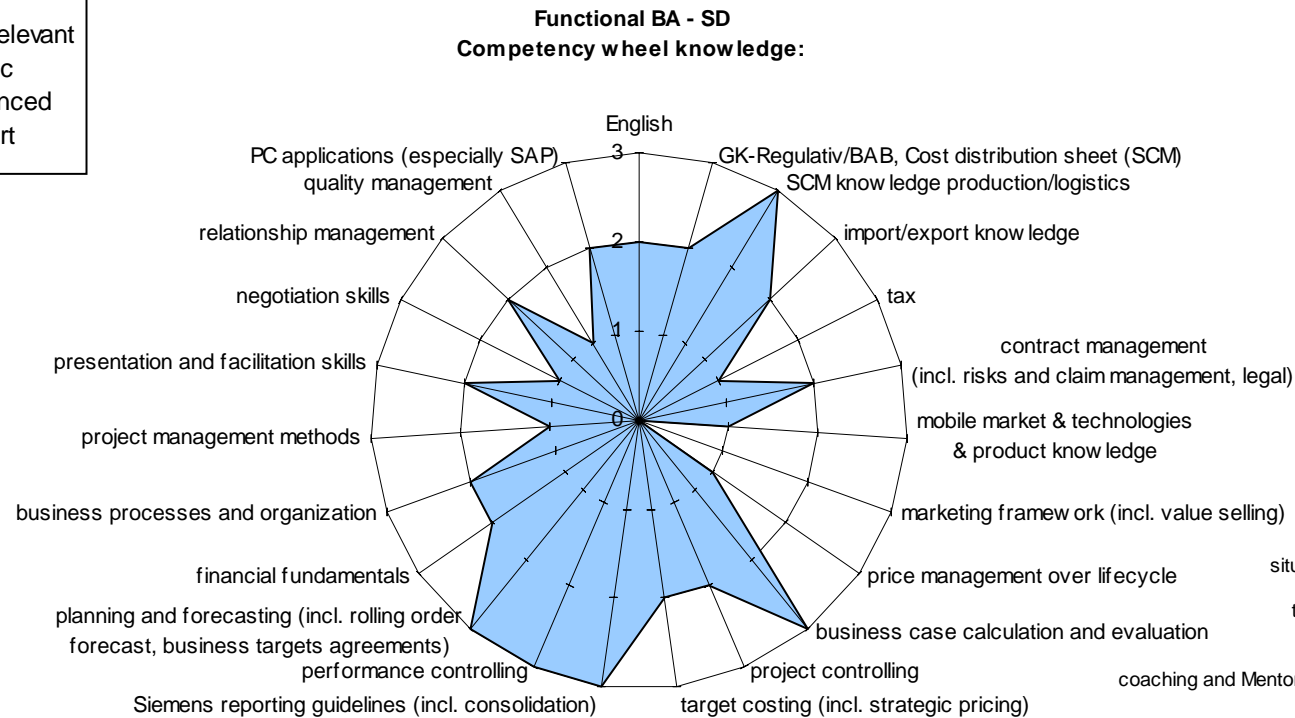


Functional BA Group
Functional BA (S&M, SCM)
Competency wheel: Capabilities



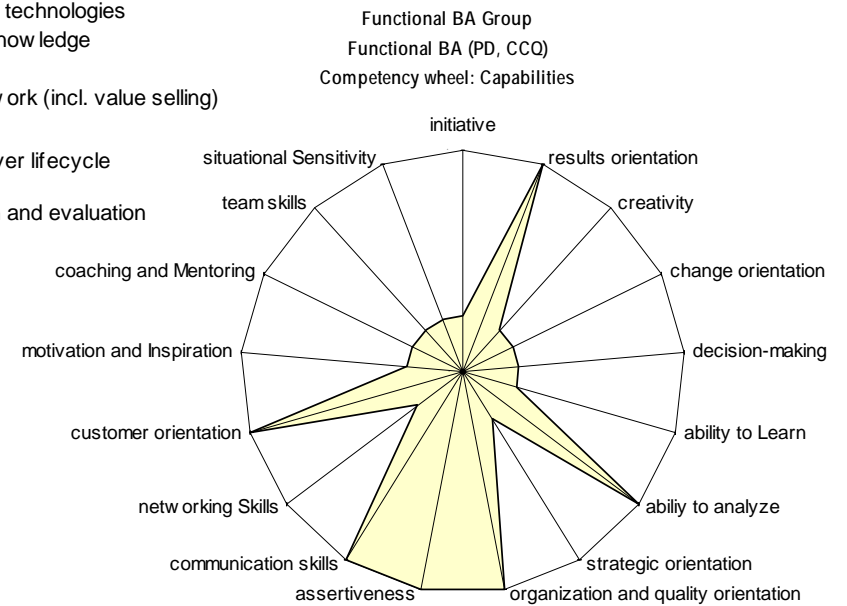
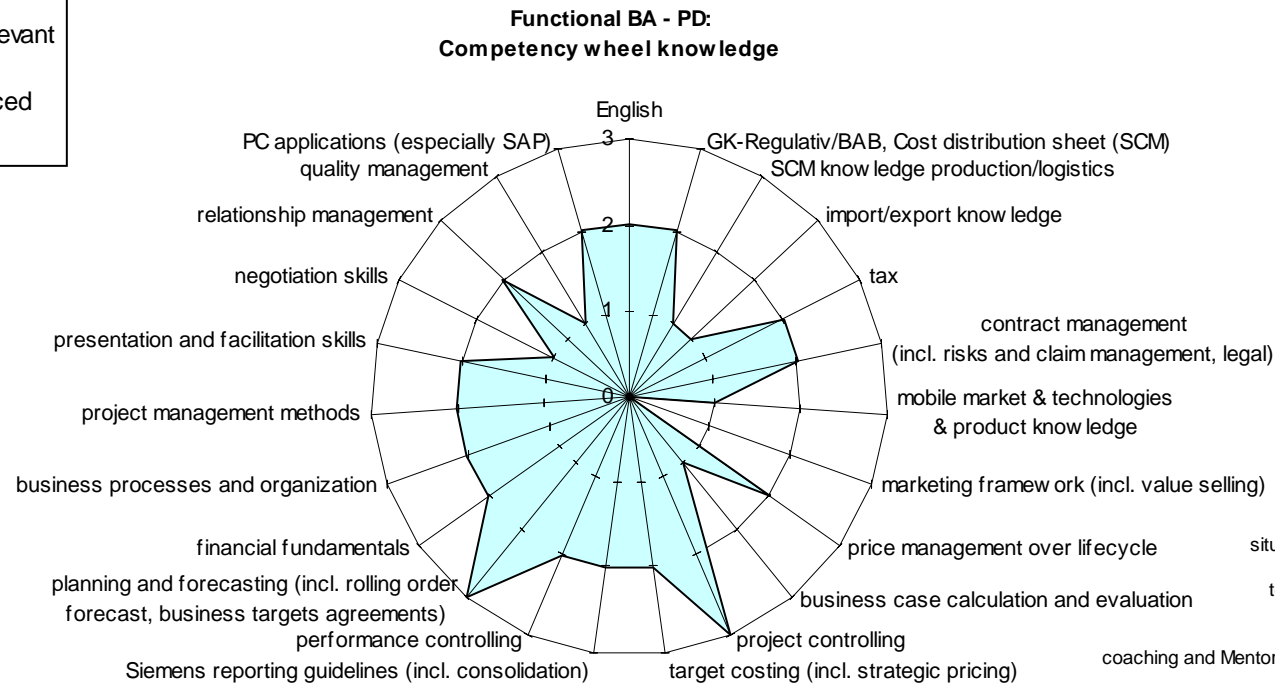
Functional BA: SD

Level:
 0 = not relevant
 1 = basic
 2 = advanced
 3 = expert



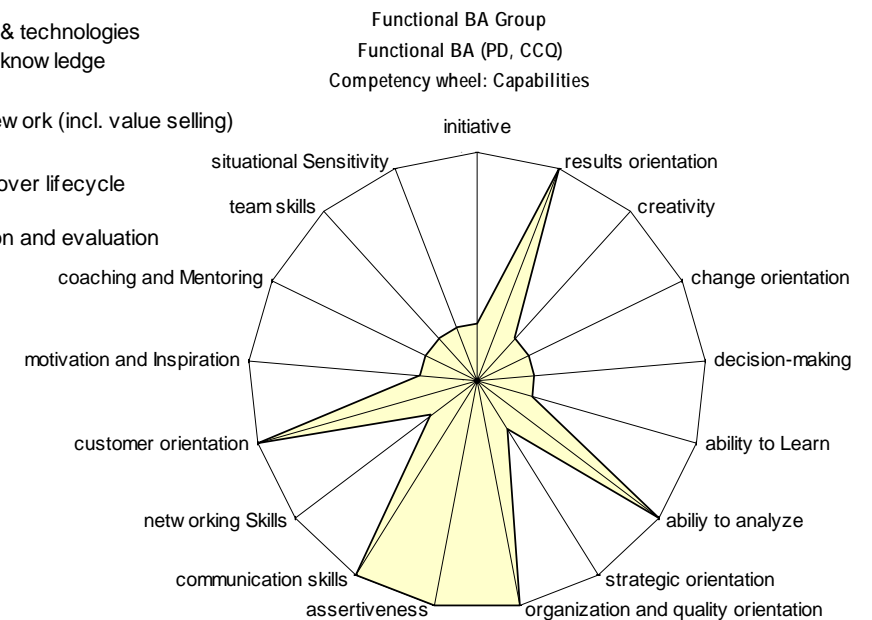
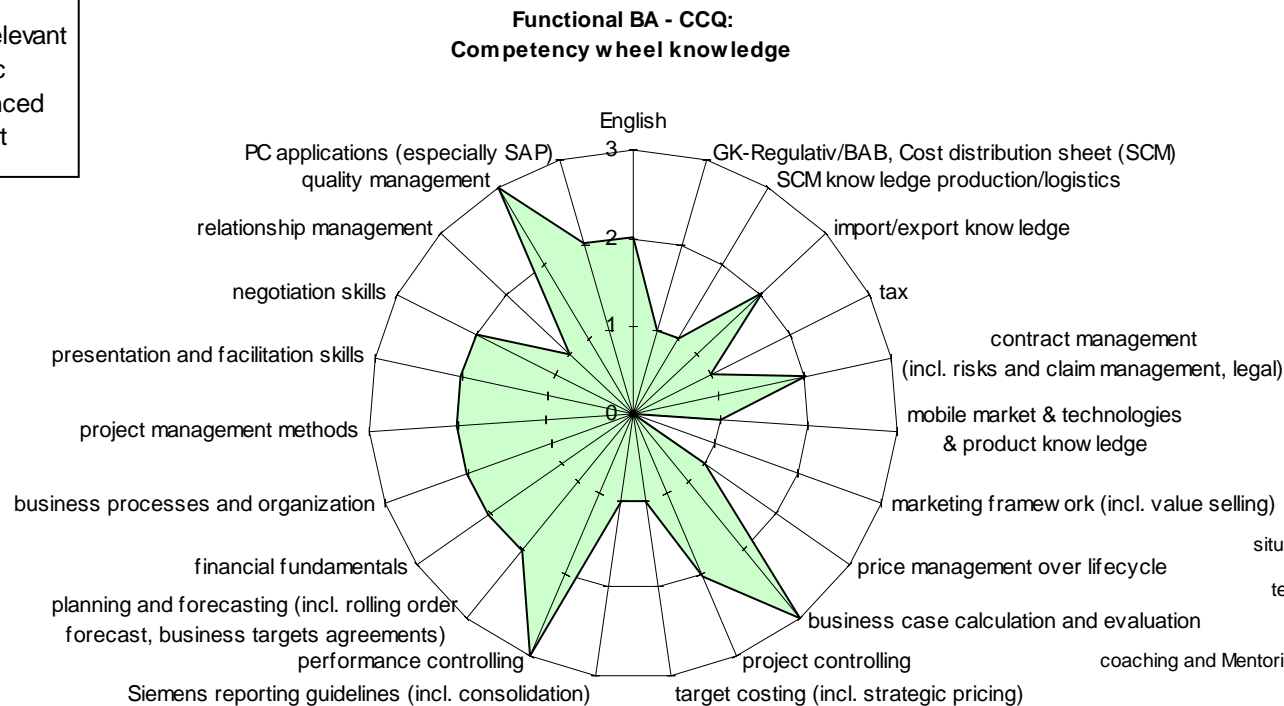
Functional BA: PD

Level:
 0 = not relevant
 1 = basic
 2 = advanced
 3 = expert



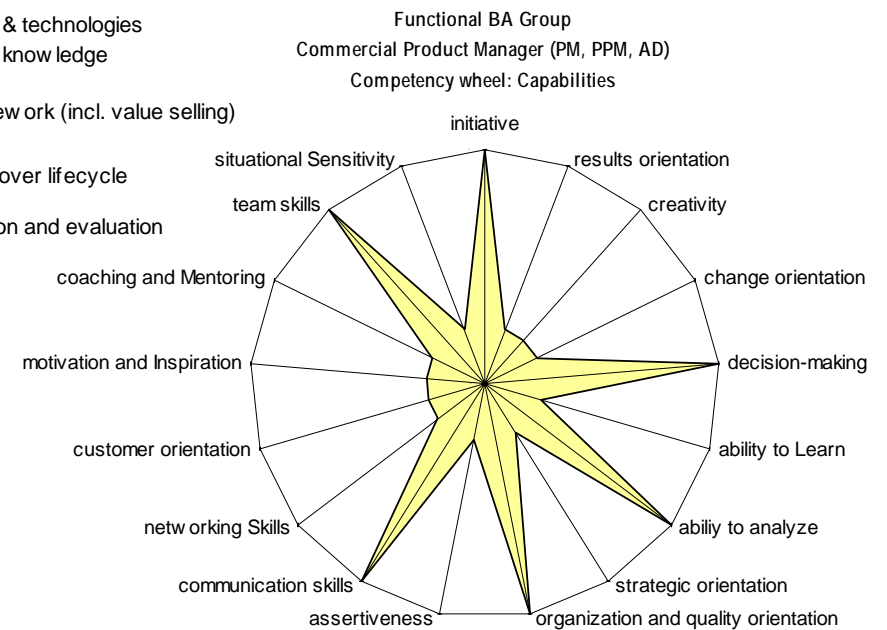
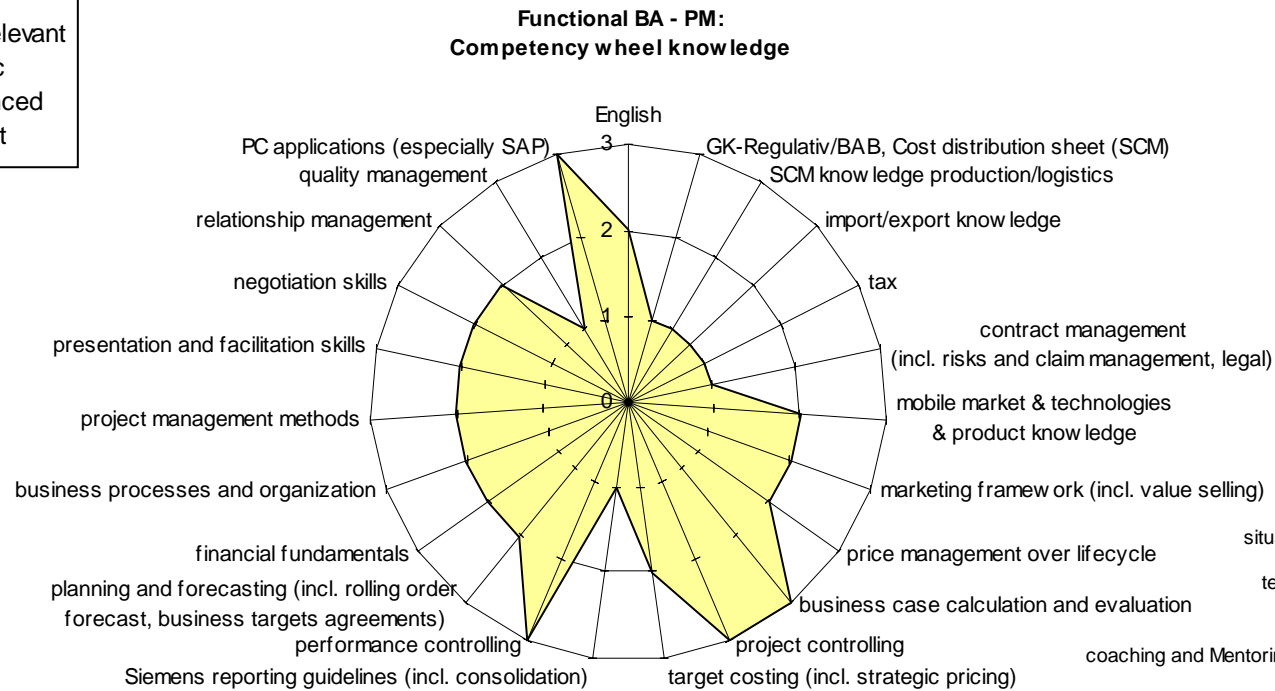
Functional BA: CCQ

Level:
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2 = advanced
3 = expert



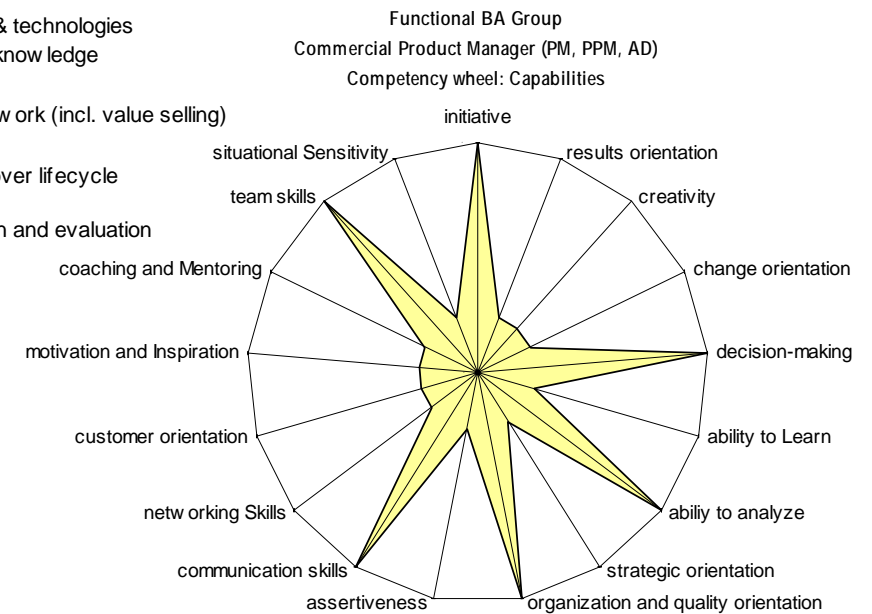
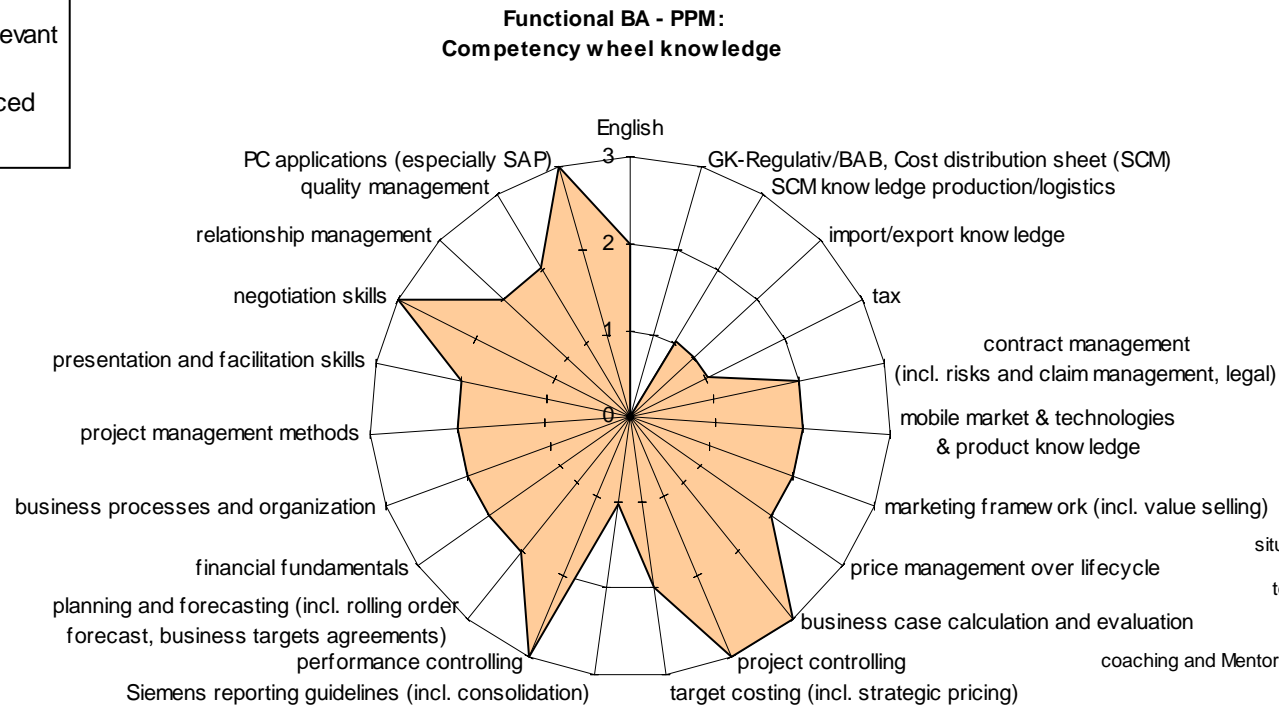
Functional BA: Commercial Product Manager PM

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert



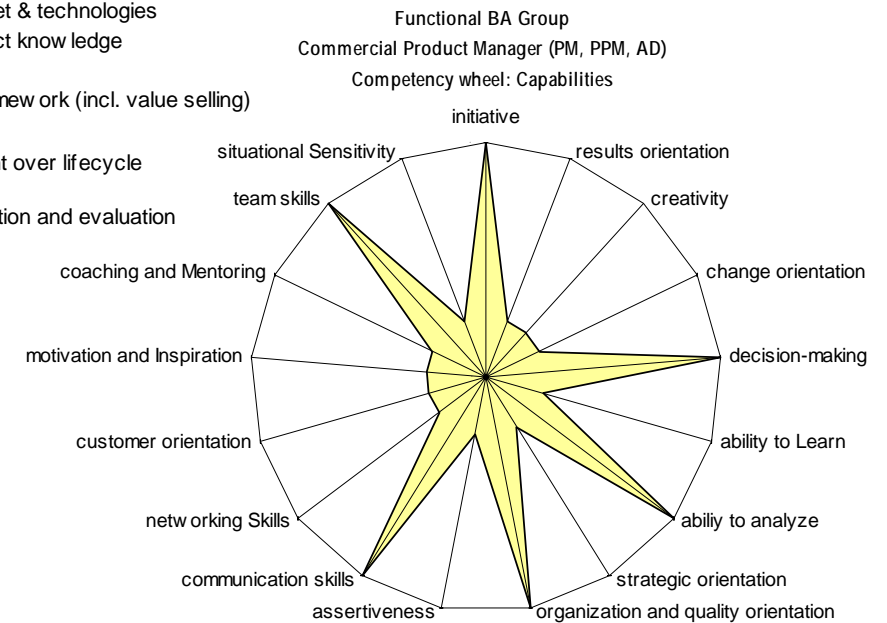
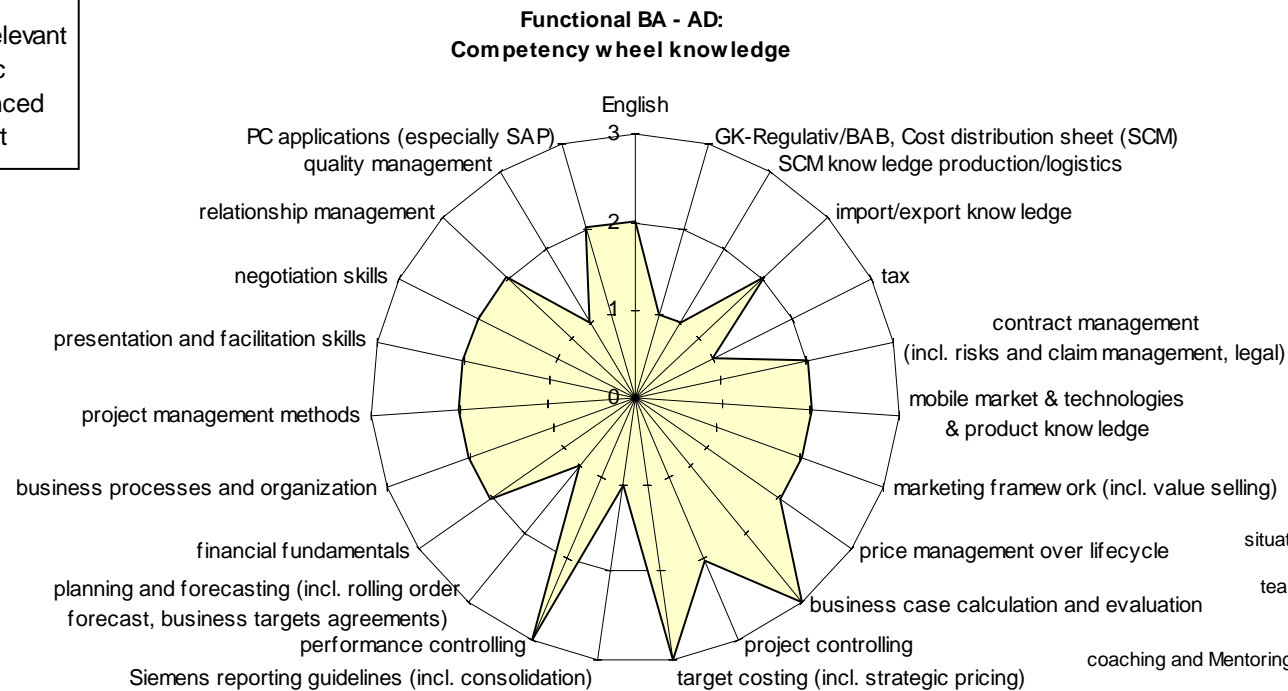
Functional BA: Commercial Product Manager PPM

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert



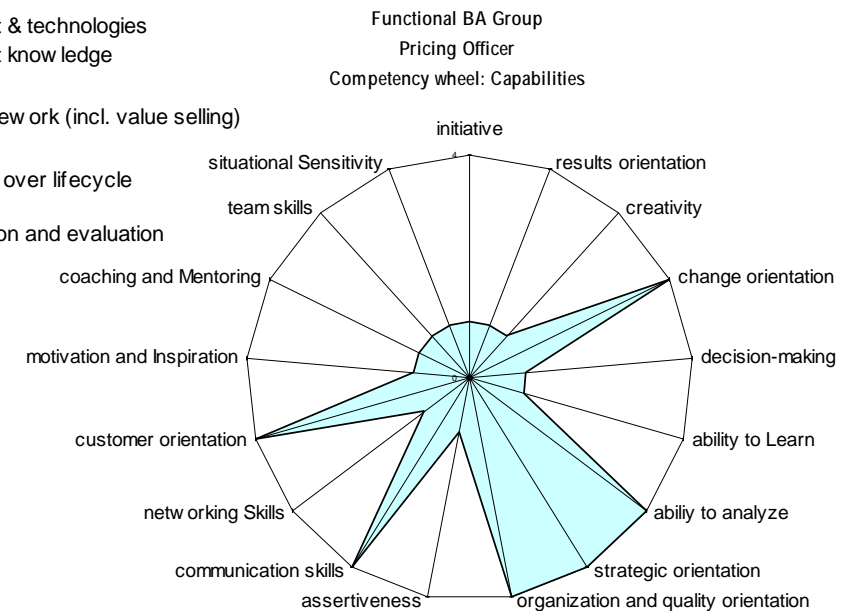
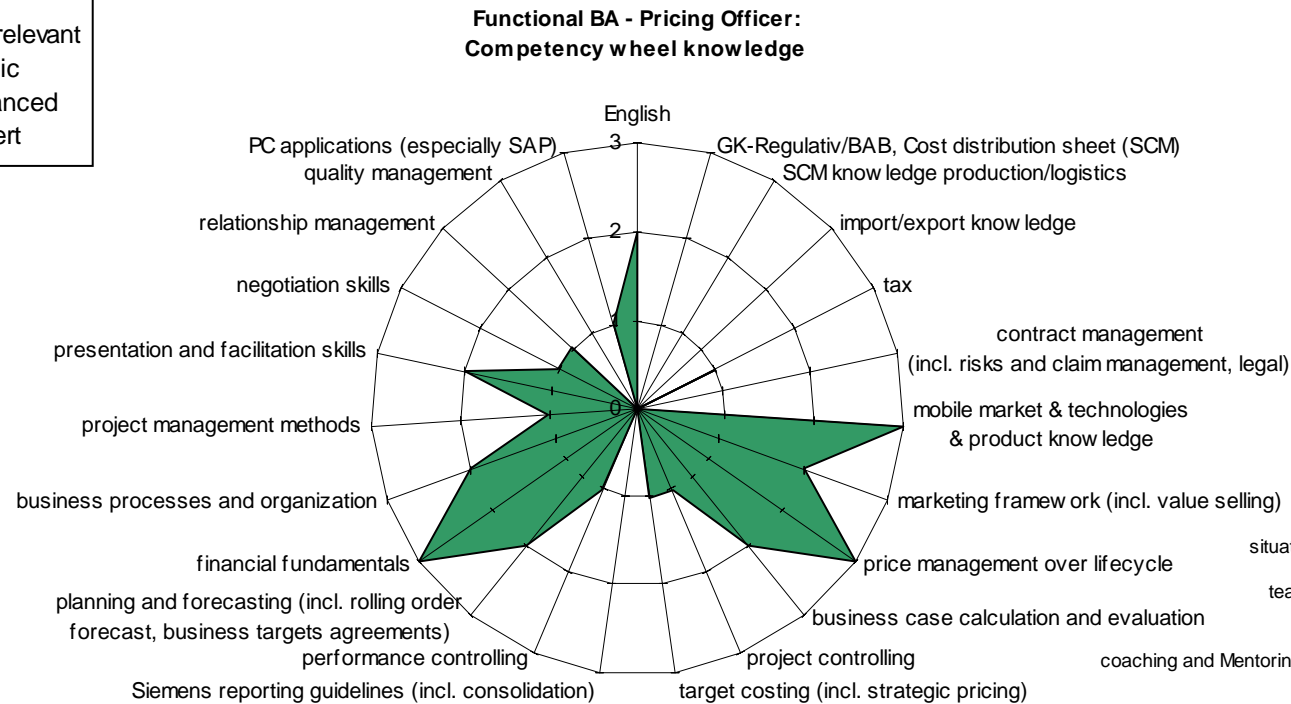
Functional BA: Commercial Product Manager AD

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert



Functional BA: Pricing Officer

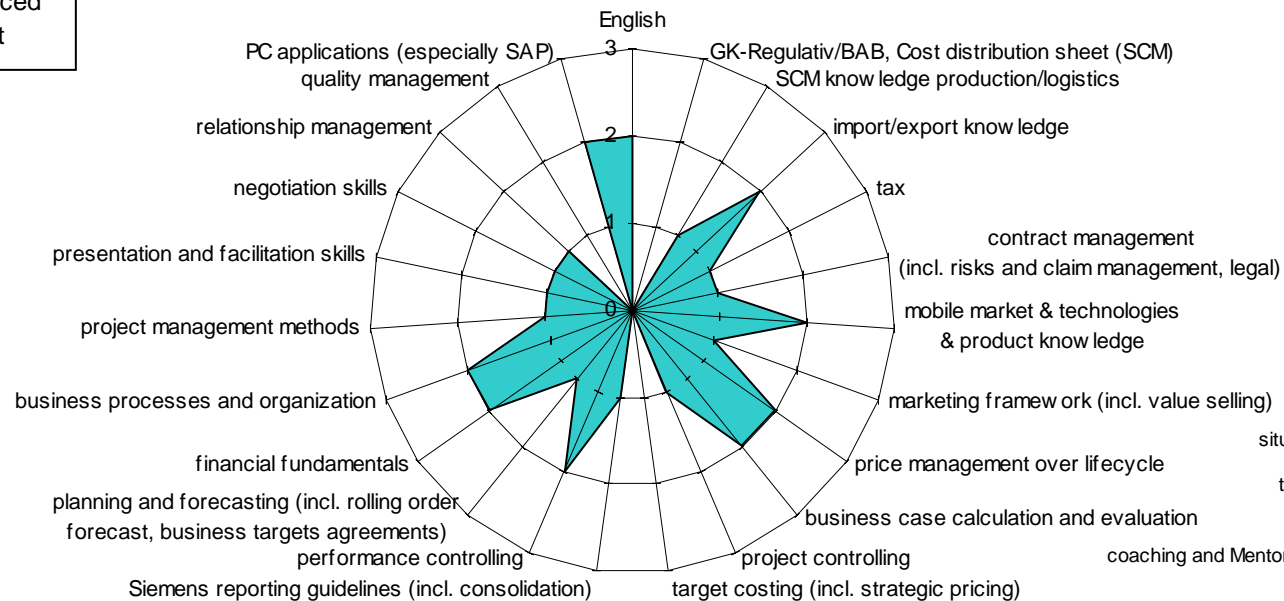
Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert



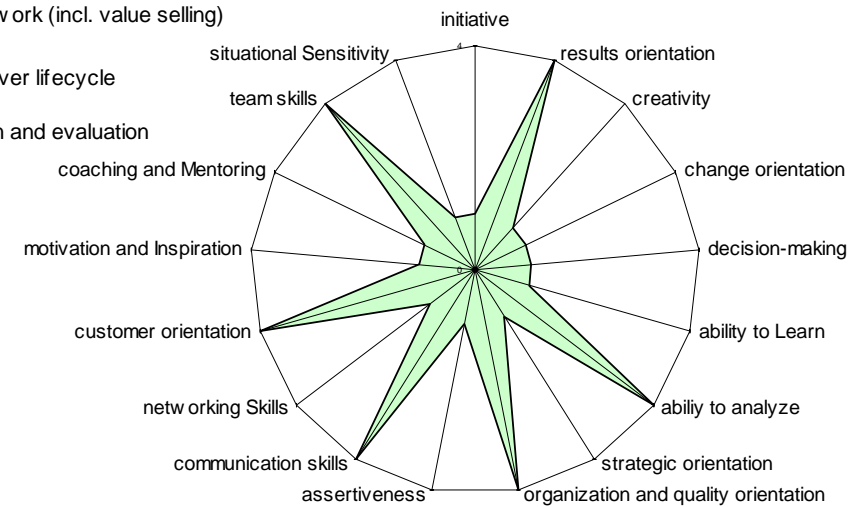
Functional BA: Financial Sales Analyst

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Functional BA - Financial Sales Analyst:
Competency wheel knowledge**



**Functional BA Group
Financial Sales Analyst
Competency wheel: Capabilities**



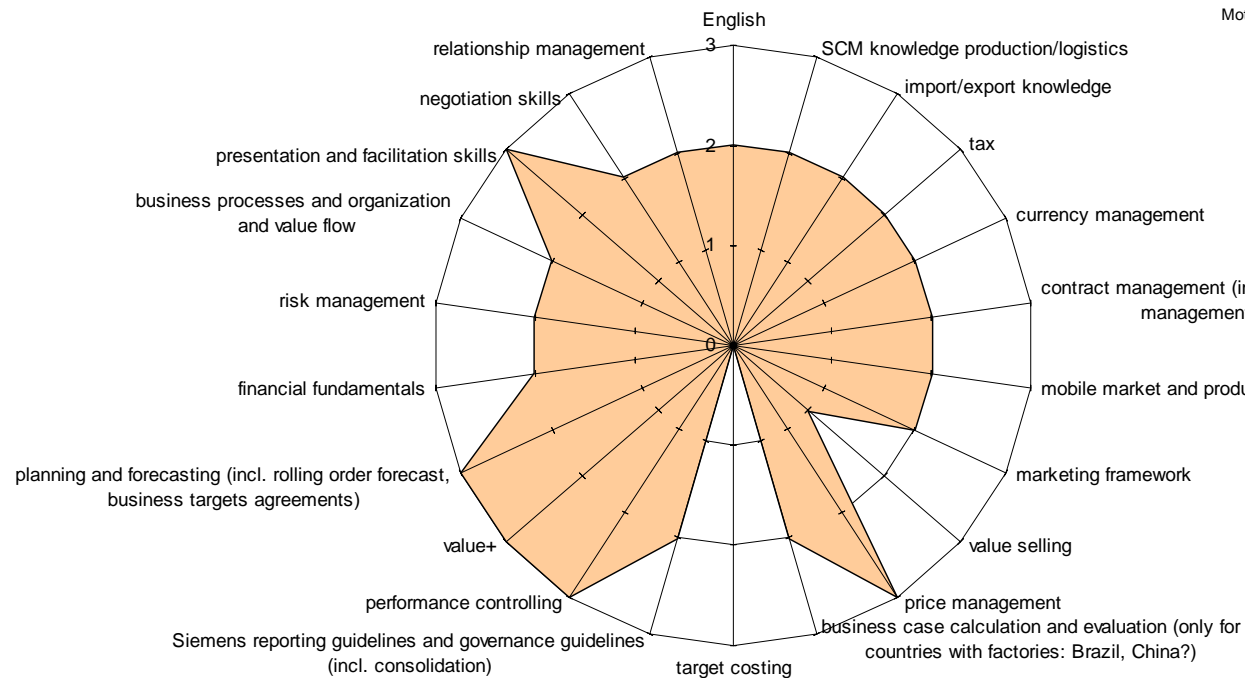
Competency Wheels

Commercial Sales Group

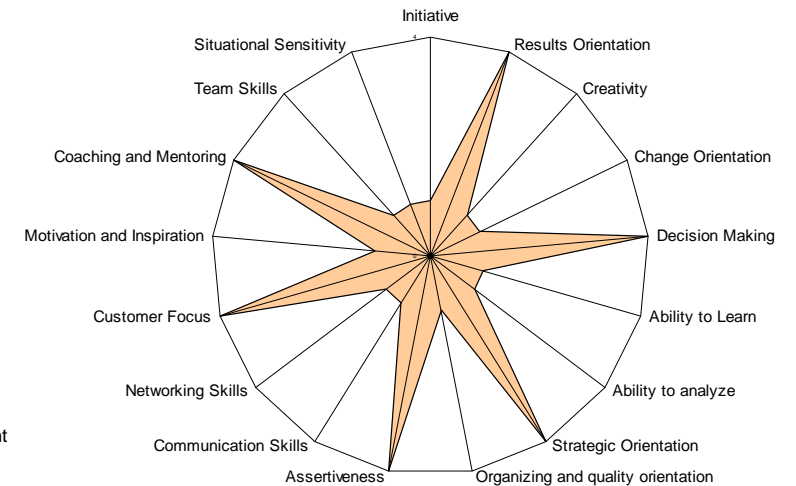
Commercial Sales: Regional HQ BA

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Commercial Sales
Regional HQ BA
Competency wheel: knowledge**



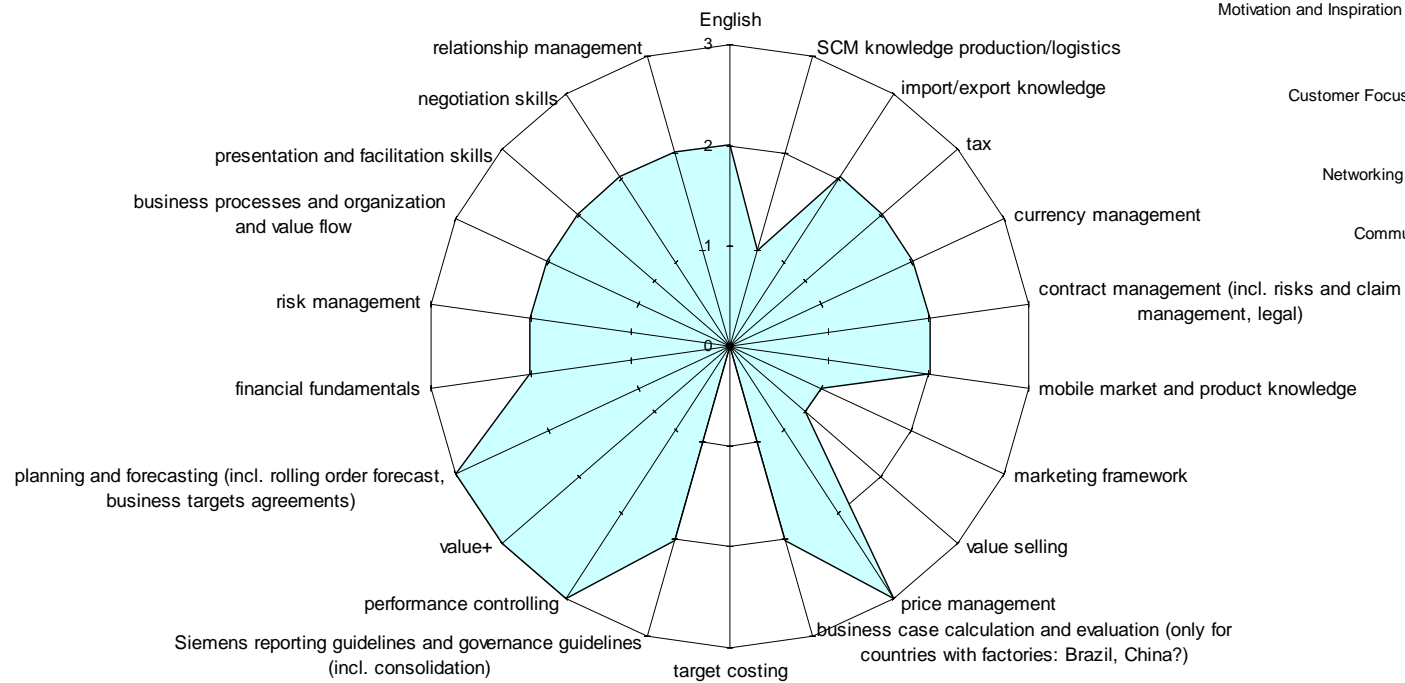
**Commercial Sales
Regional HQ BA
Competency wheel: Capabilities**



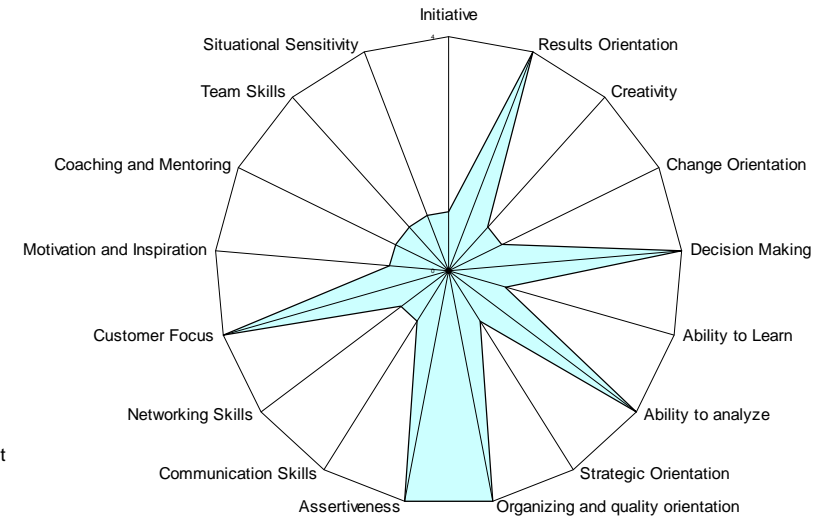
Commercial Sales: Country BA

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Commercial Sales
Country BA
Competency wheel: knowledge**



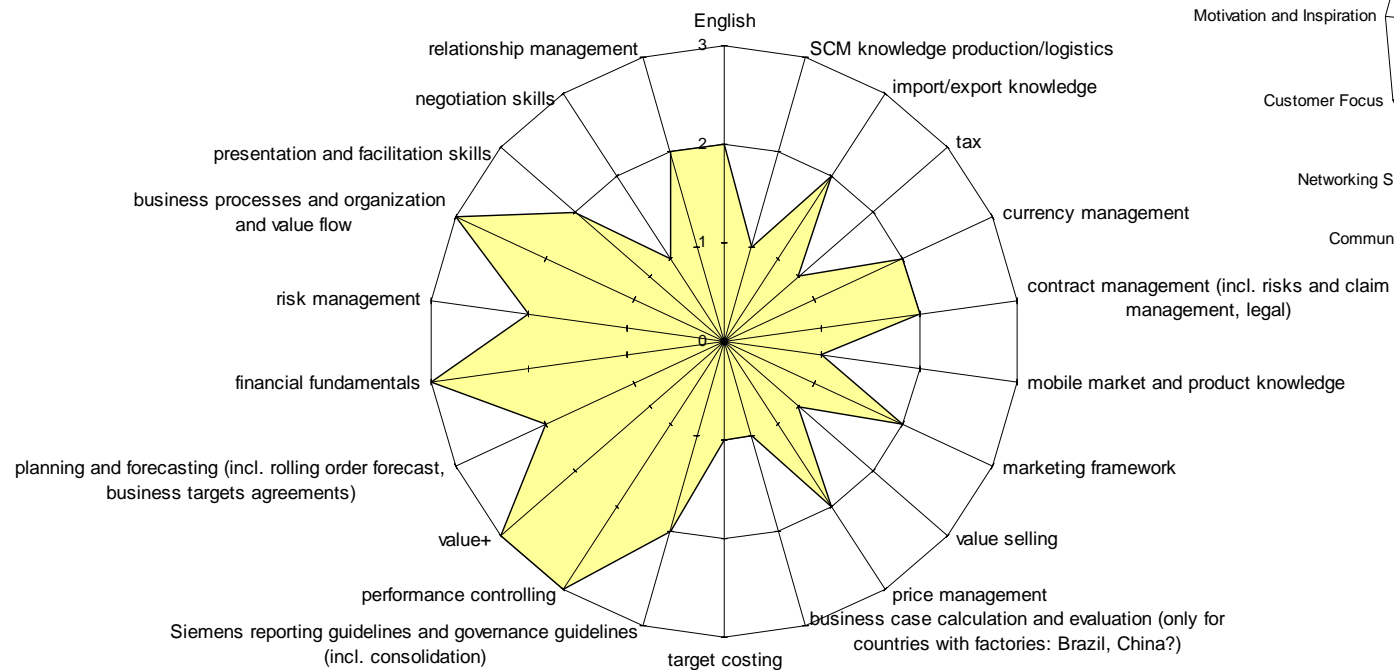
**Commercial Sales
Country BA
Competency wheel: Capabilities**



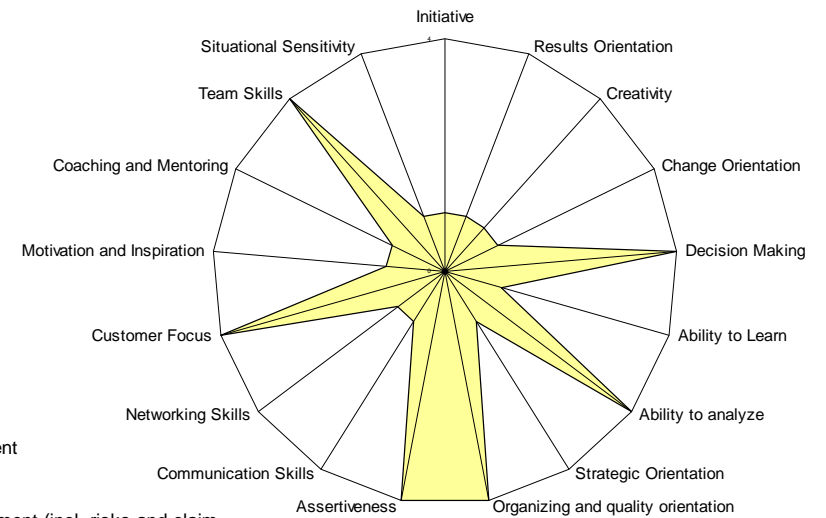
Commercial Sales: Sales BA HQ

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Commercial Sales
Sales BA HQ
Competency wheel: knowledge**



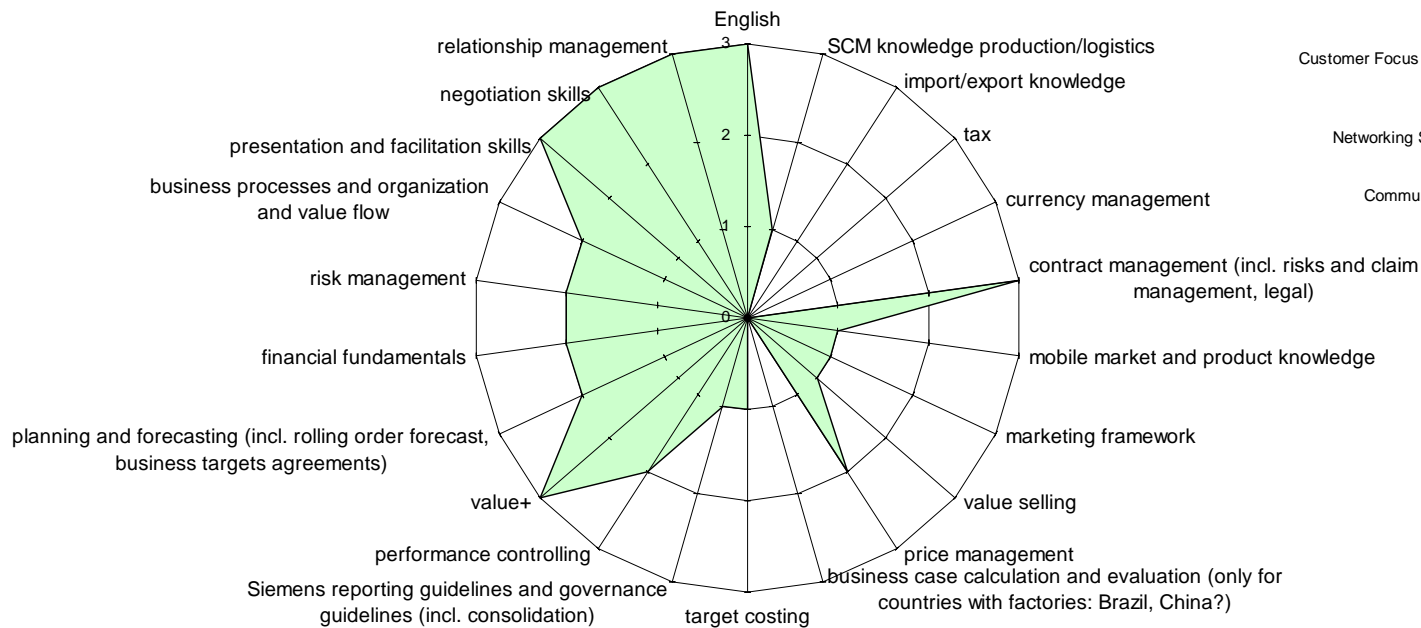
**Commercial Sales
Sales BA HQ
Competency wheel: Capabilities**



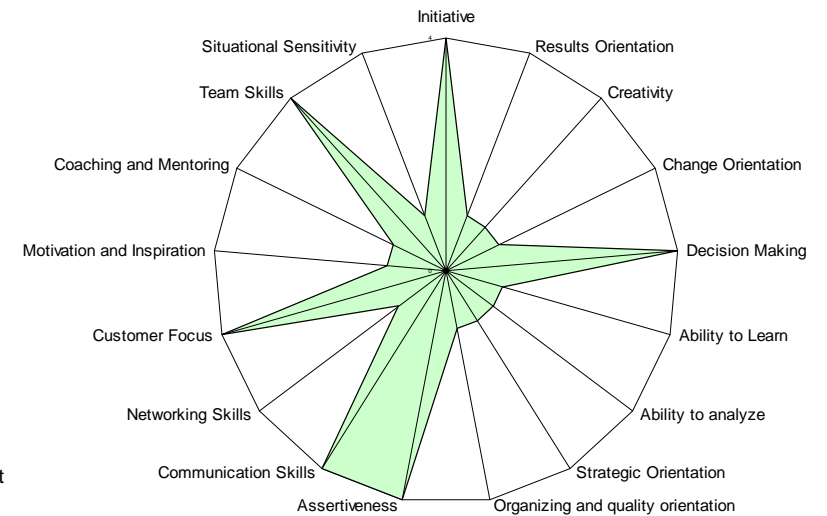
Commercial Sales: GAM BA HQ

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Commercial Sales
GAM BA HQ
Competency wheel: knowledge**



**Commercial Sales
GAM BA HQ
Competency wheel: Capabilities**

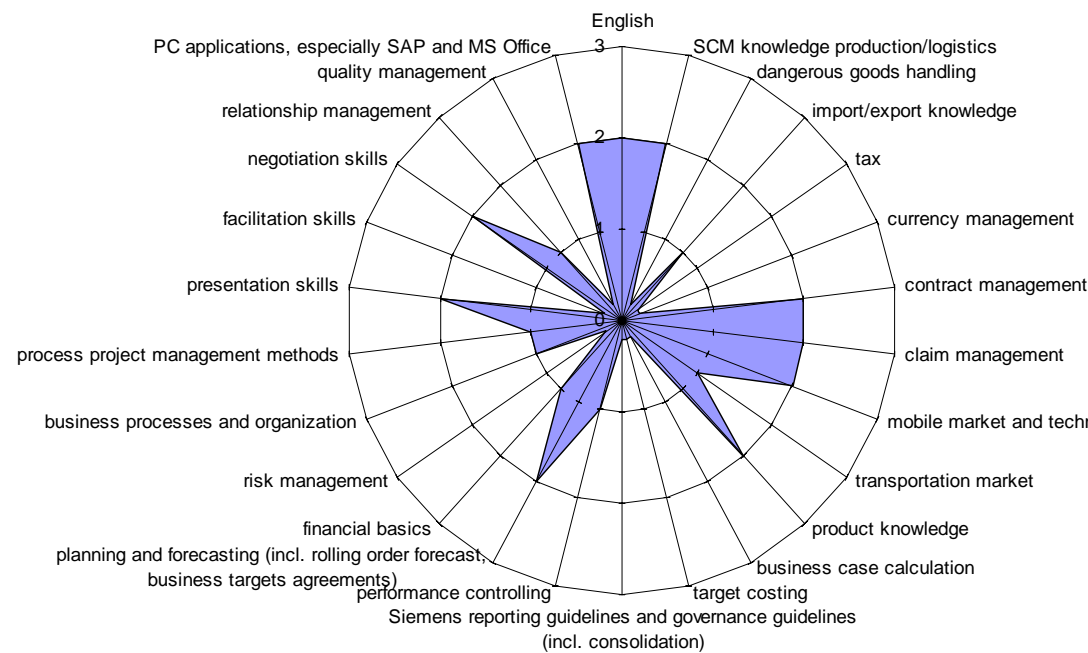


Production and Logistics Group

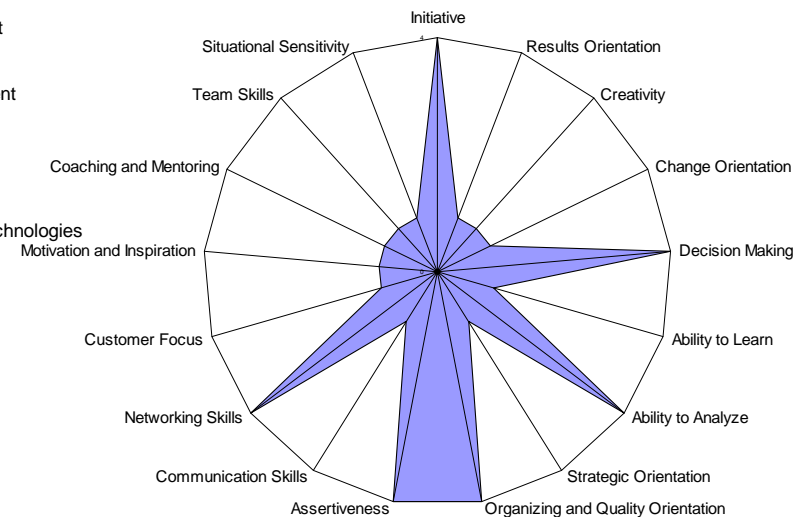
Production and Logistics: Material Manager / Material Disponent

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Material Manager / Material Disponent
Competency wheel: knowledge**



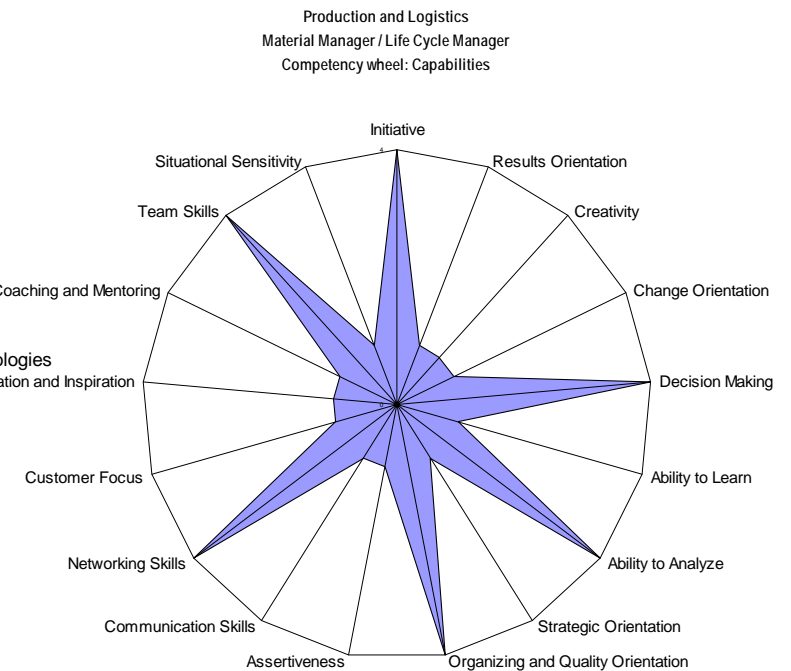
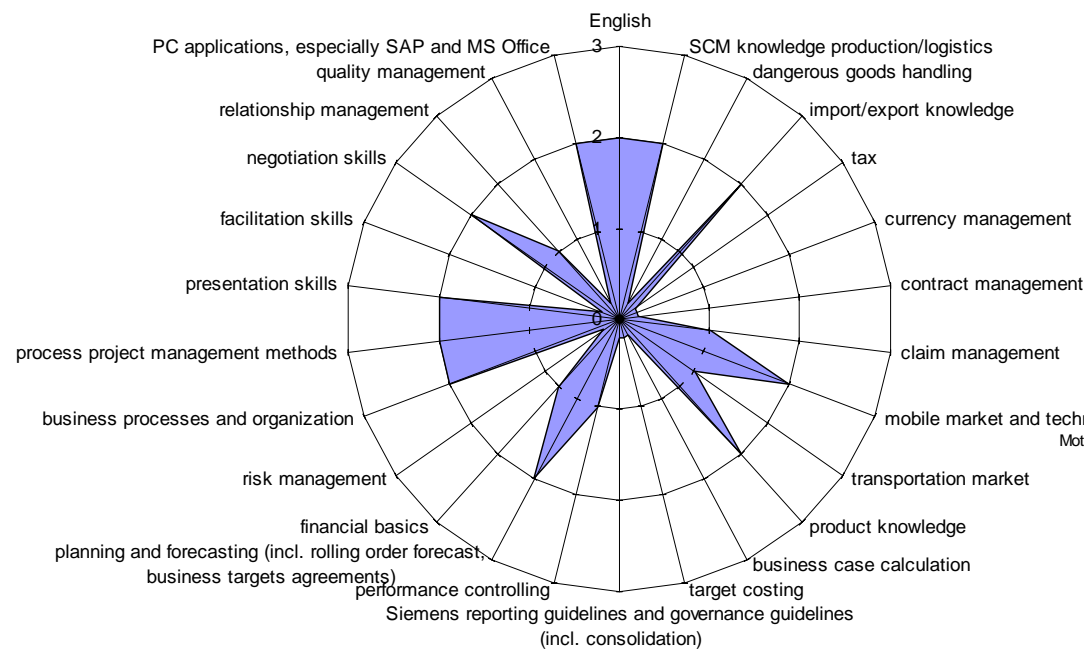
**Production and Logistics
Material Manager / Material Disponent
Competency wheel: Capabilities**



Production and Logistics: Material Manager / Life Cycle Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

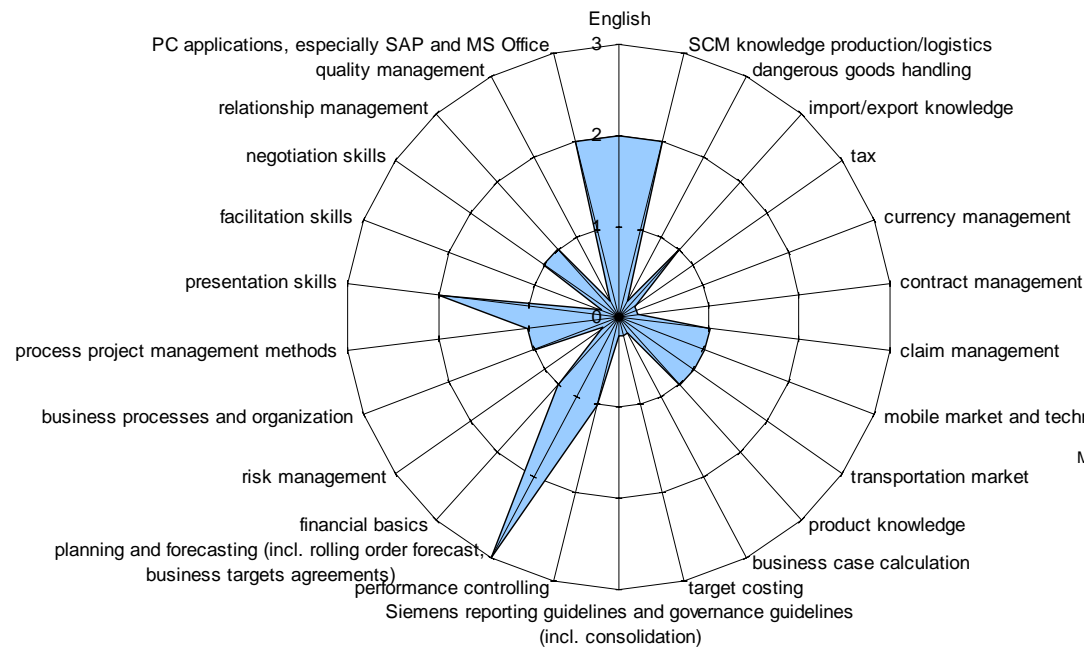
**Production and Logistics
Material Manager / Life Cycle Manager
Competency wheel: knowledge**



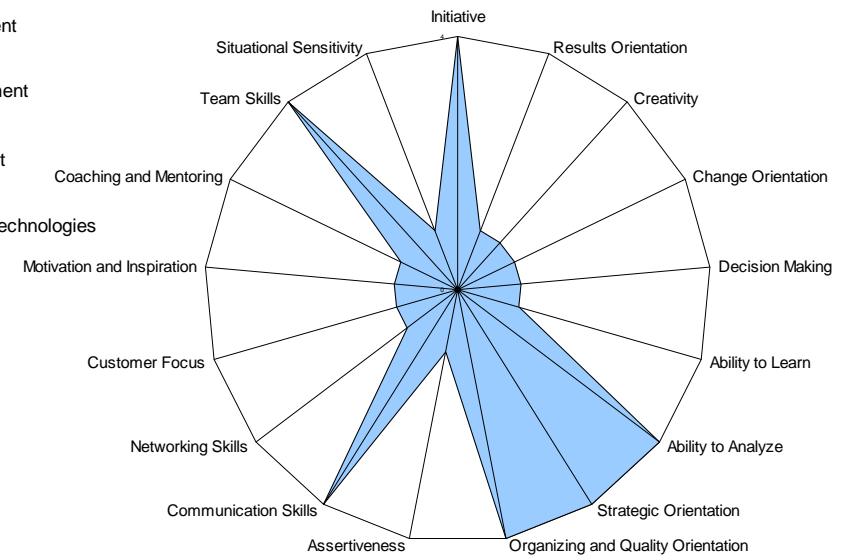
Production and Logistics: Material Manager / Material Planner

Level:
 0 = not relevant
 1 = basic
 2 = advanced
 3 = expert

**Production and Logistics
 Material Manager / Material Planner
 Competency wheel: knowledge**



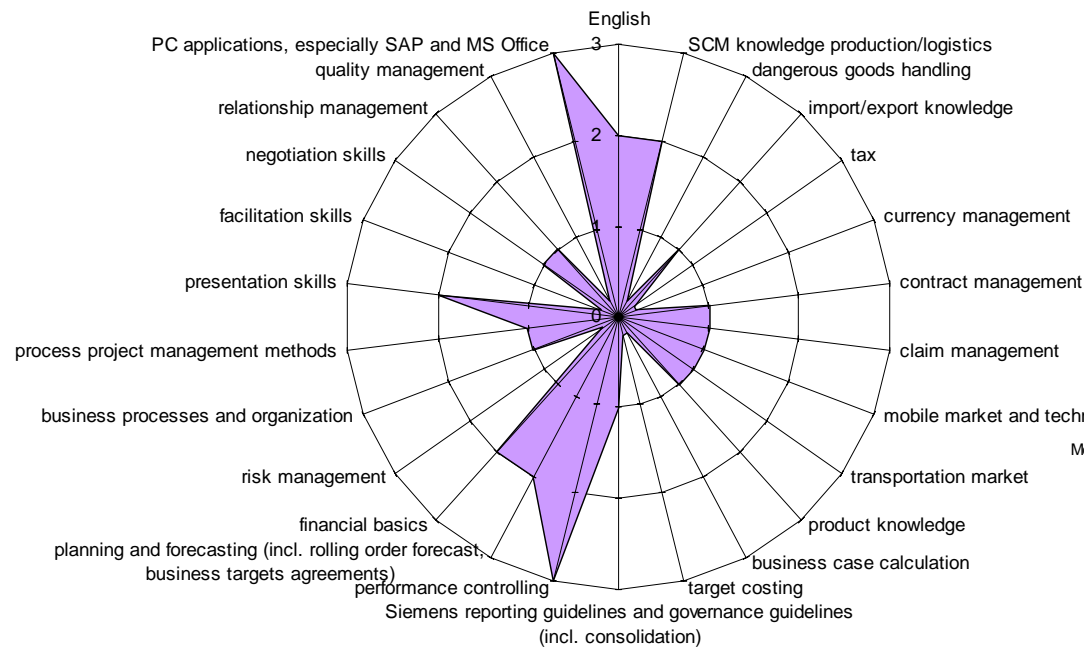
**Production and Logistics
 Material Manager / Material Planner
 Competency wheel: Capabilities**



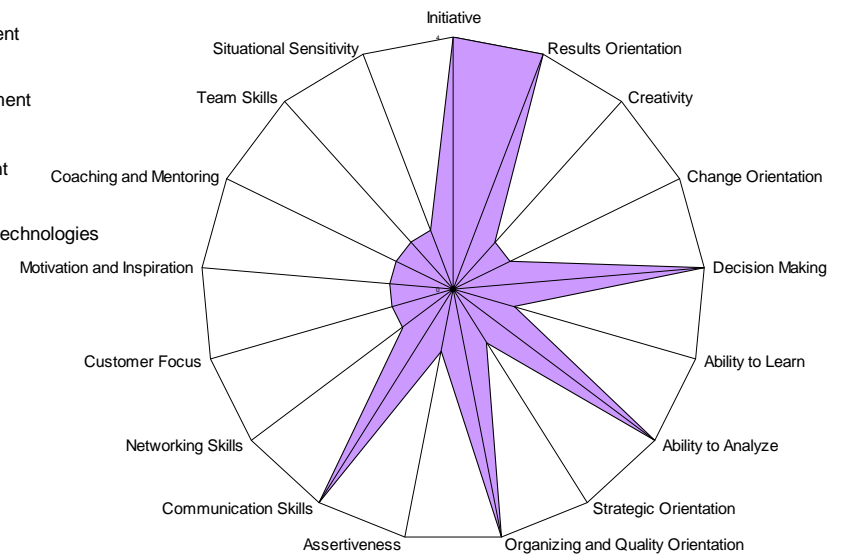
Production and Logistics: Material Manager / Material Controller

Level:
 0 = not relevant
 1 = basic
 2 = advanced
 3 = expert

**Production and Logistics
 Material Manager / Material Controller
 Competency wheel: knowledge**



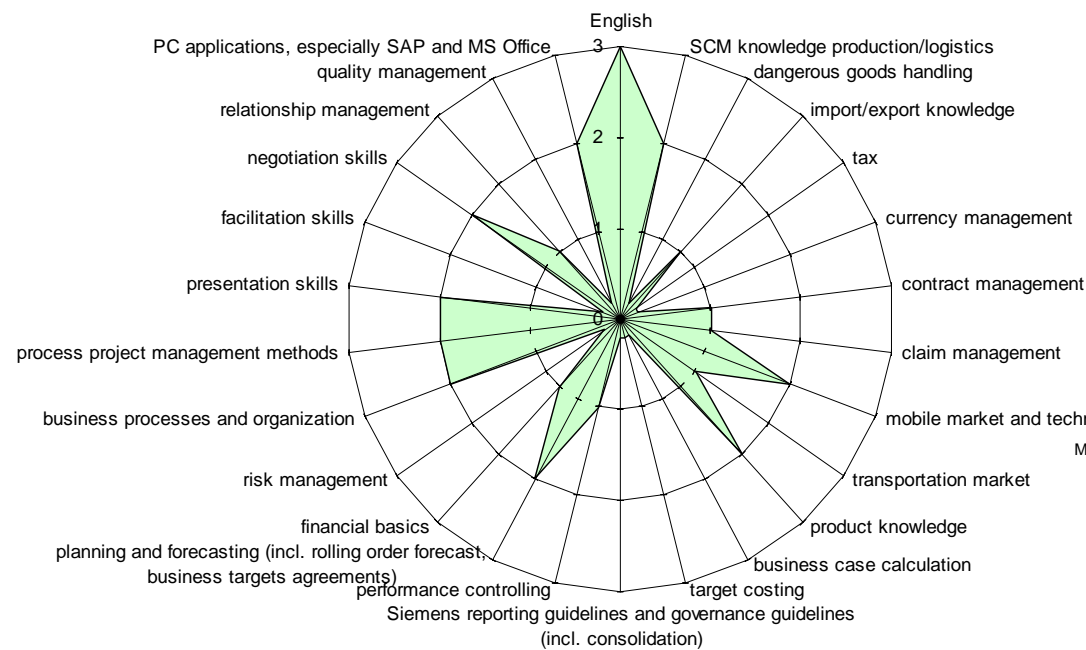
**Production and Logistics
 Material Manager / Material Controller
 Competency wheel: Capabilities**



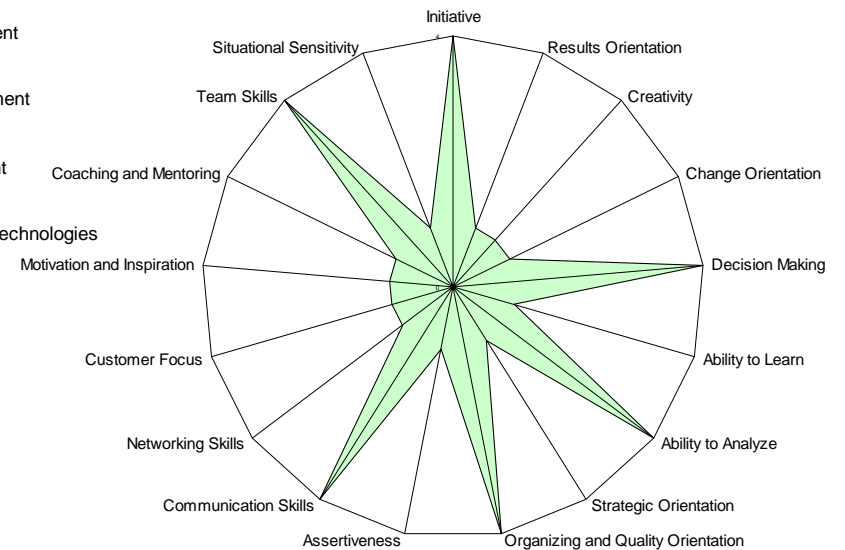
Production and Logistics: Material Manager / Allocation Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

Production and Logistics
Material Manager / Allocation Manager
Competency wheel: knowledge



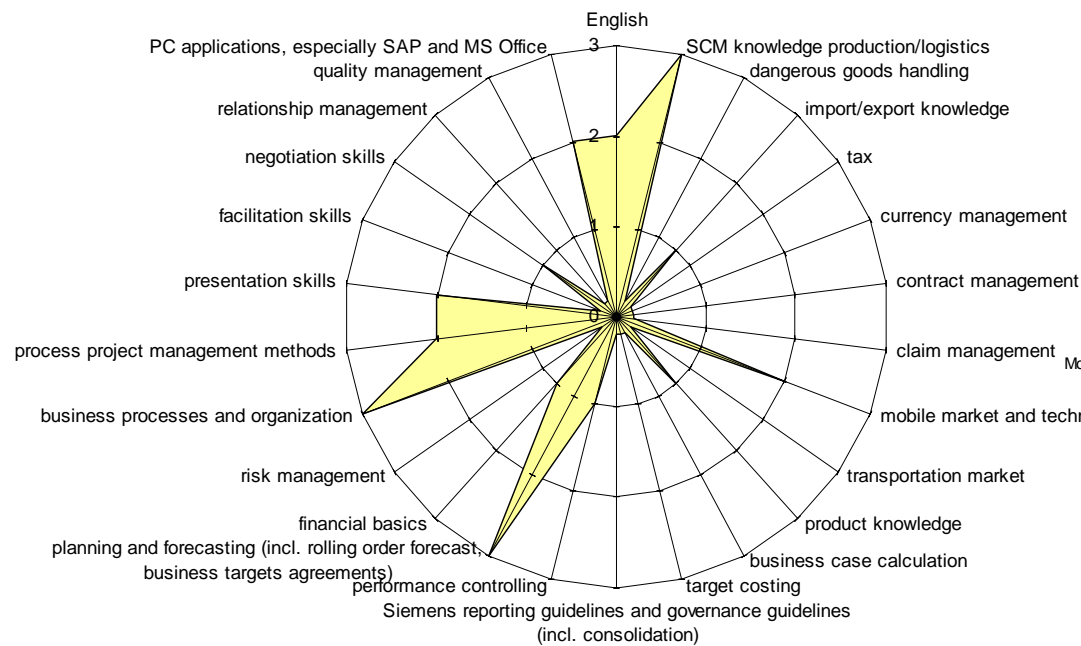
Production and Logistics
Material Manager / Allocation Manager
Competency wheel: Capabilities



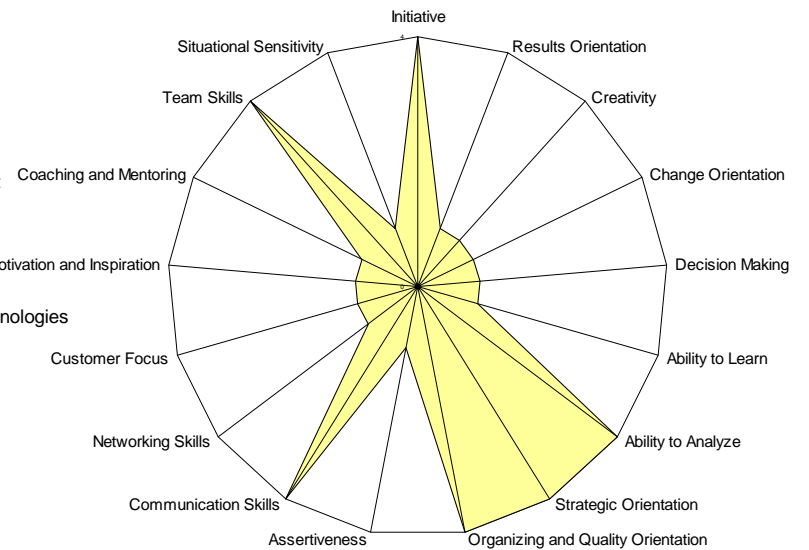
Production and Logistics: Supply Planner

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Supply Planner
Competency wheel: knowledge**



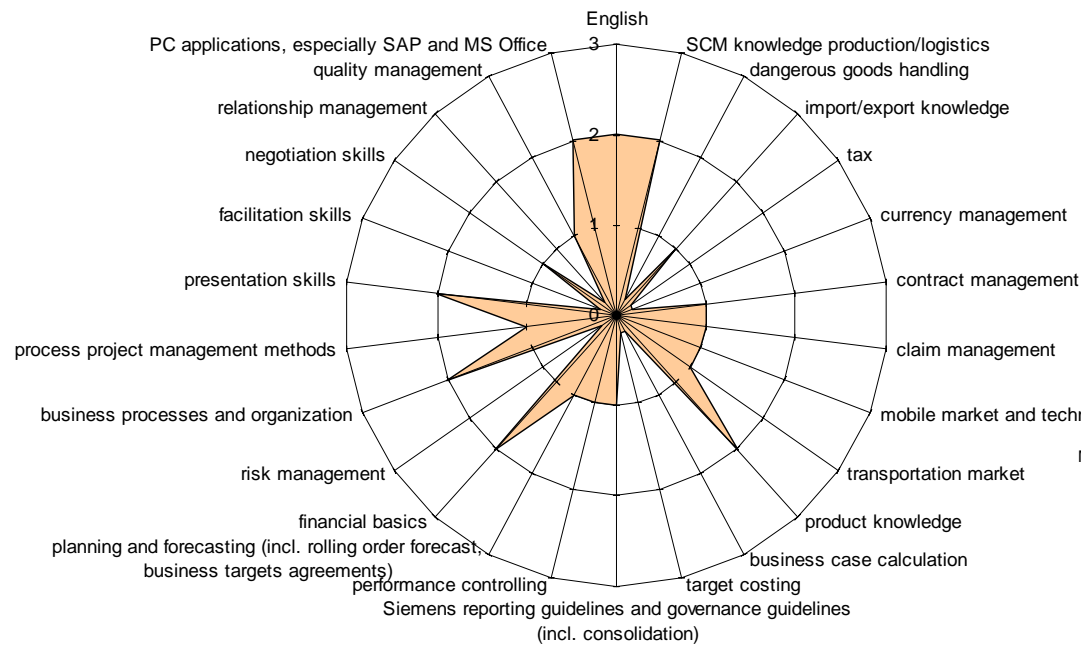
**Production and Logistics
Supply Planner
Competency wheel: Capabilities**



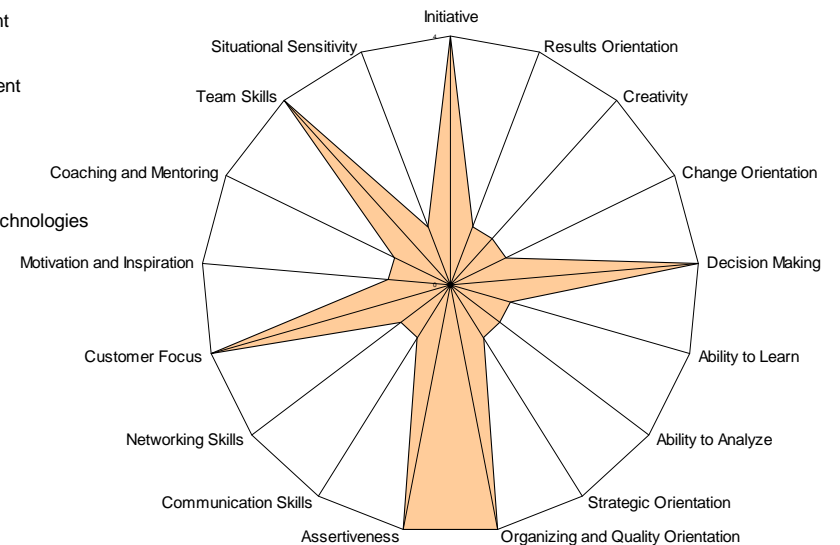
Production and Logistics: Disponents for Devices / Production and On-Site Disponent

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

Production and Logistics
Disponents for Devices / Production and On-Site Disponent
Competency wheel: knowledge



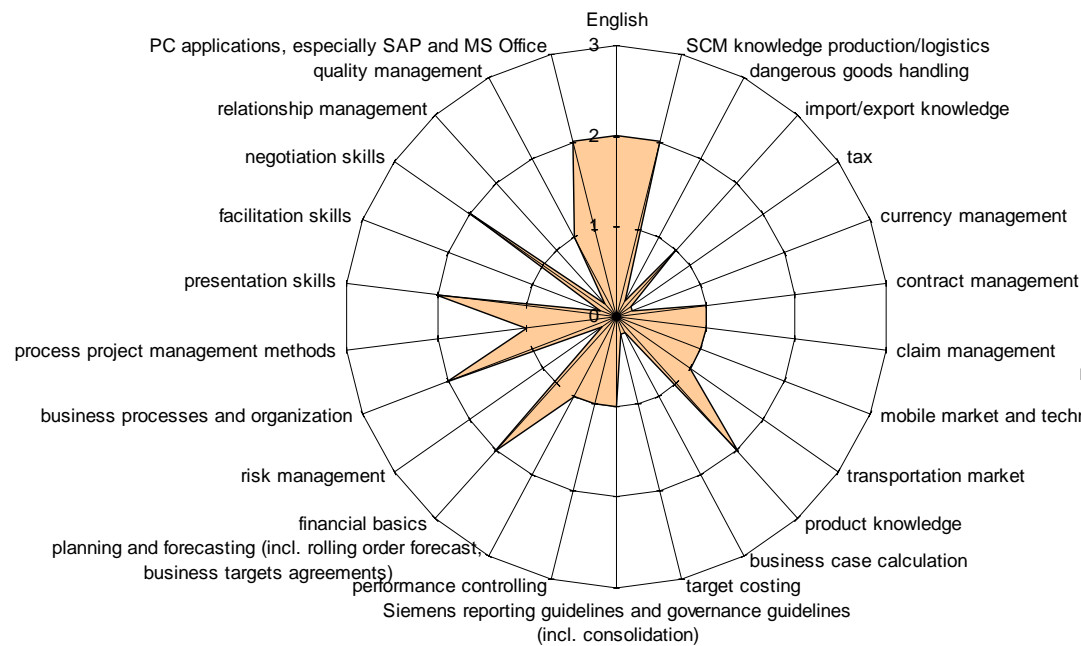
Production and Logistics
Disponents for Devices
Competency wheel: Capabilities



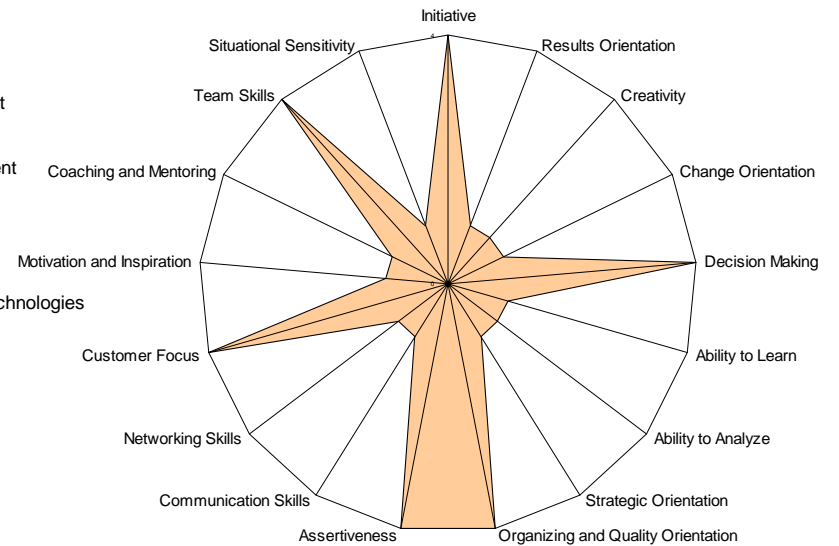
Production and Logistics: Disponents for Devices / Location Disponent

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Disponent for Devices / Location Disponent
Competency wheel: knowledge**



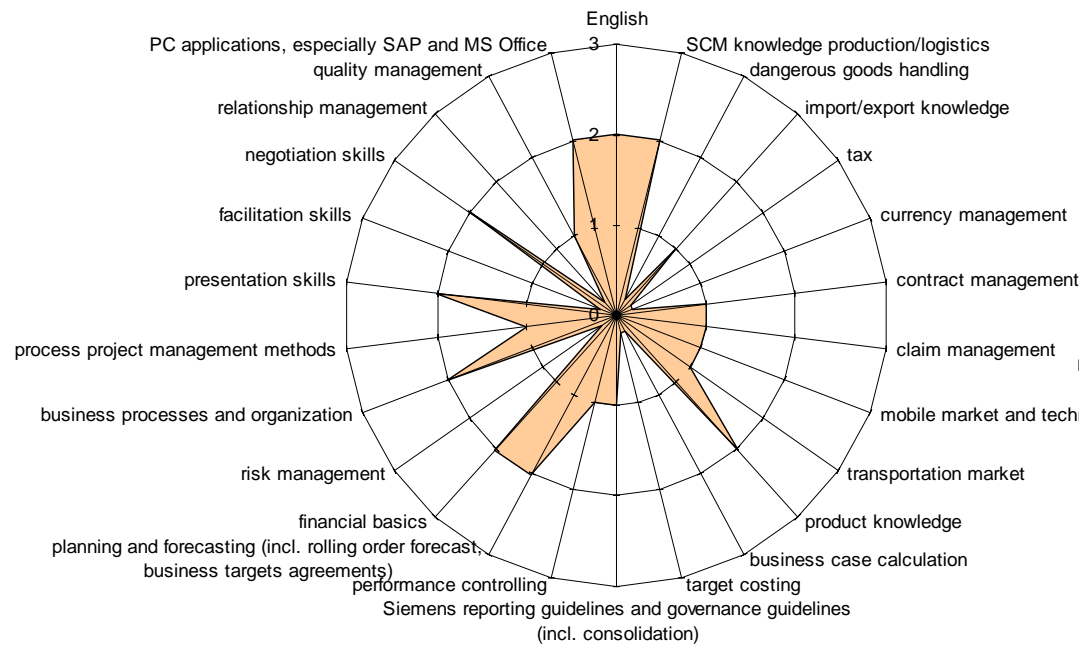
**Production and Logistics
Disponents for Devices
Competency wheel: Capabilities**



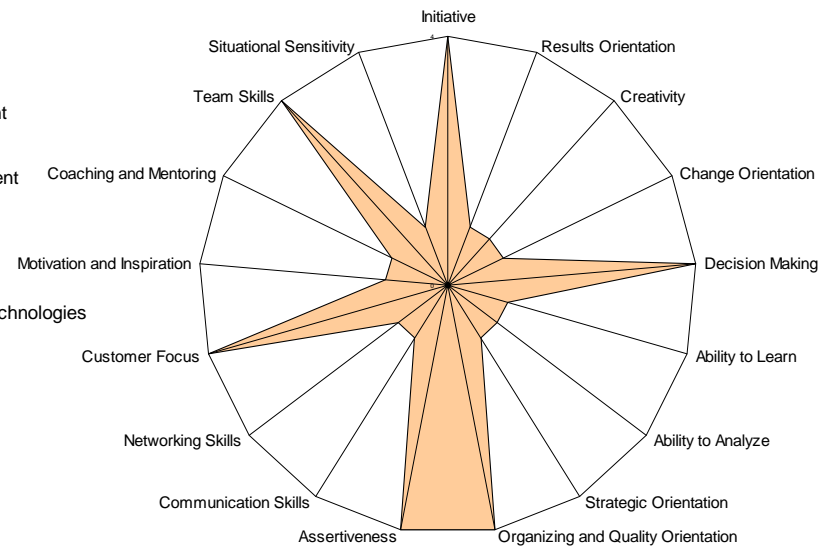
Production and Logistics: Disponents for Devices / ODM Disponent

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Disponent for Devices / ODM Disponent
Competency wheel: knowledge**



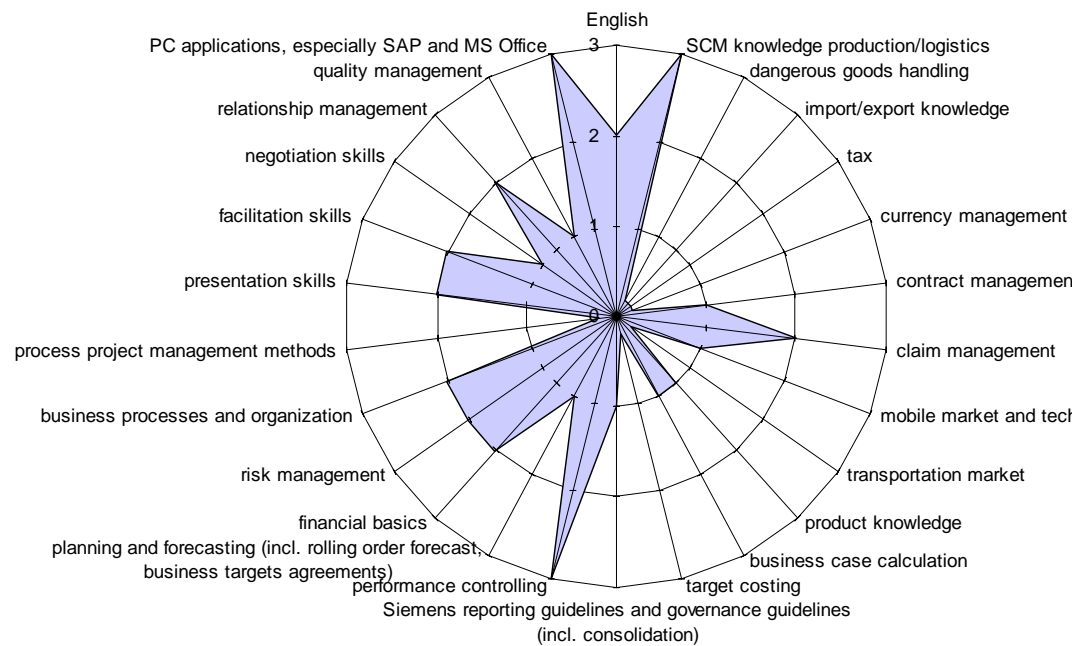
**Production and Logistics
Disponents for Devices
Competency wheel: Capabilities**



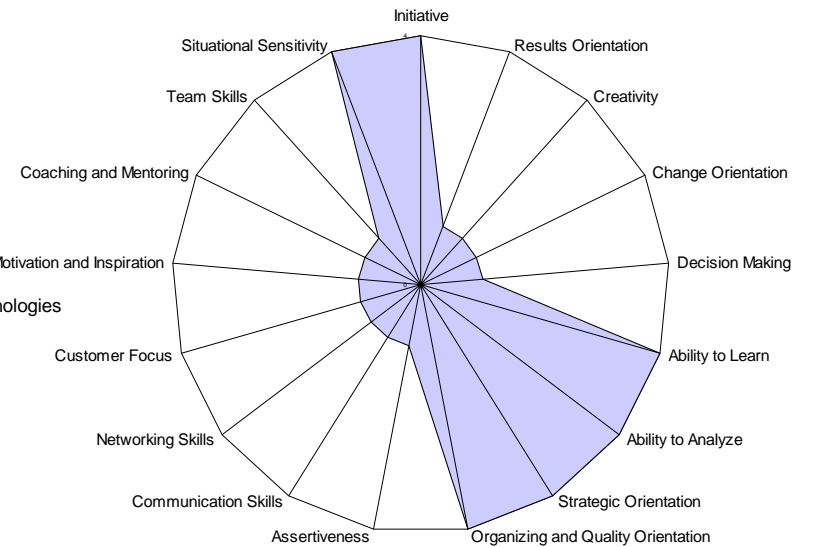
Production and Logistics: Logistics Controller

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Logistics Controller
Competency wheel: knowledge**



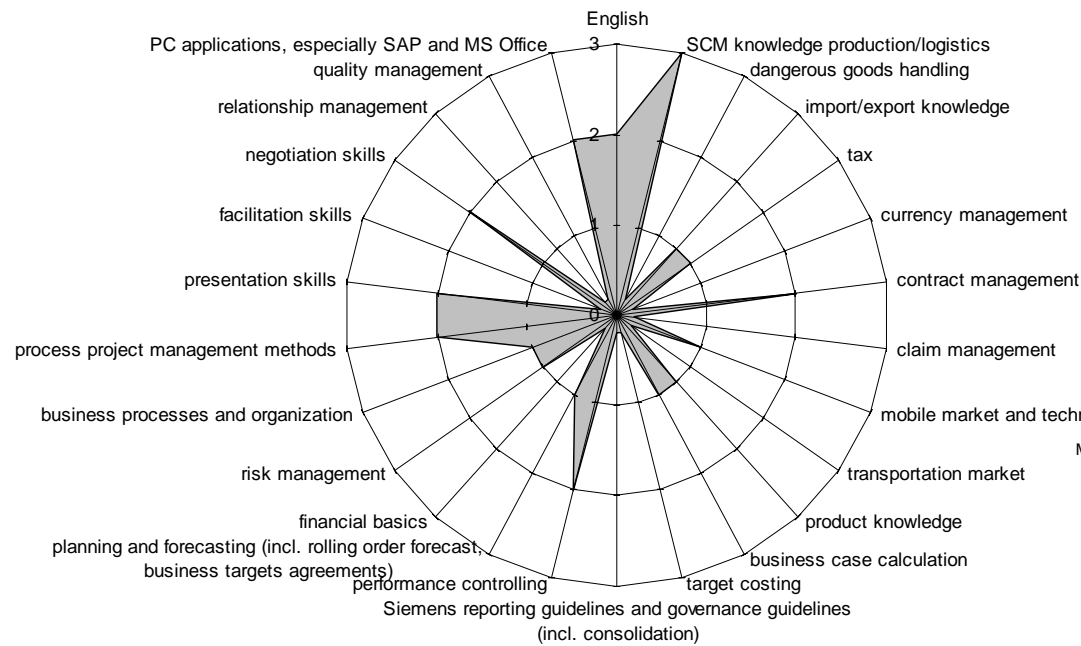
**Production and Logistics
Logistics Controller
Competency wheel: Capabilities**



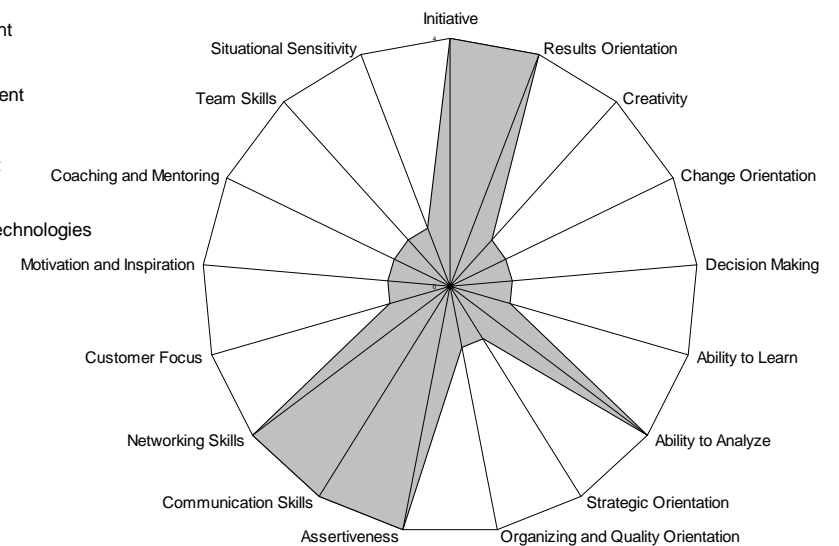
Production and Logistics: Supply Line Project Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Supply Line Project Manager
Competency wheel: knowledge**



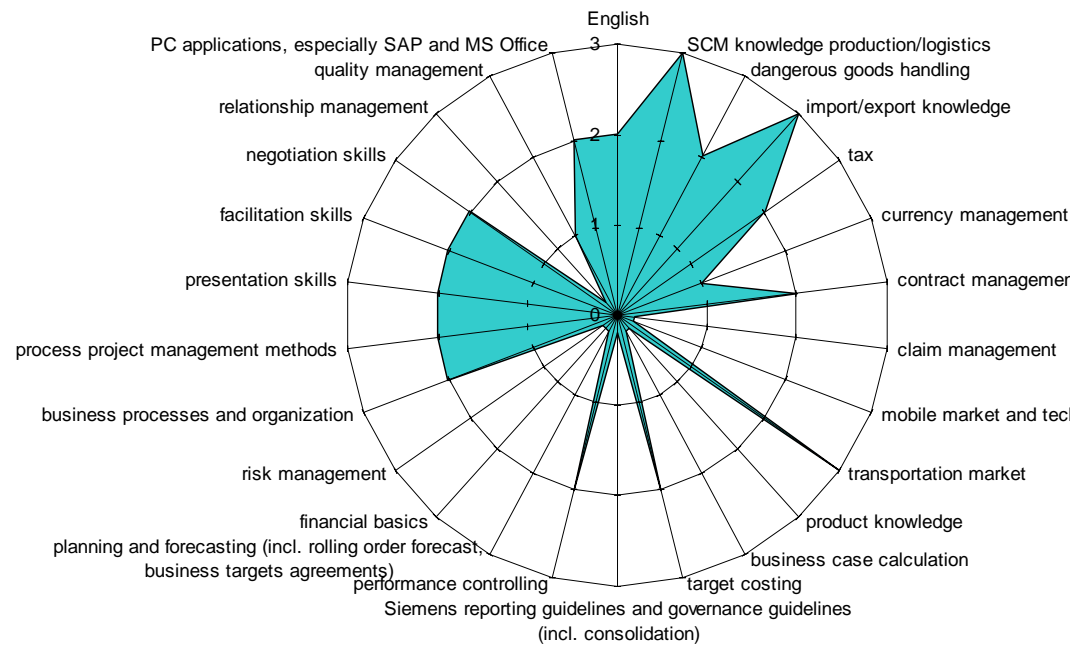
**Production and Logistics
Supply Line Project Manager
Competency wheel: Capabilities**



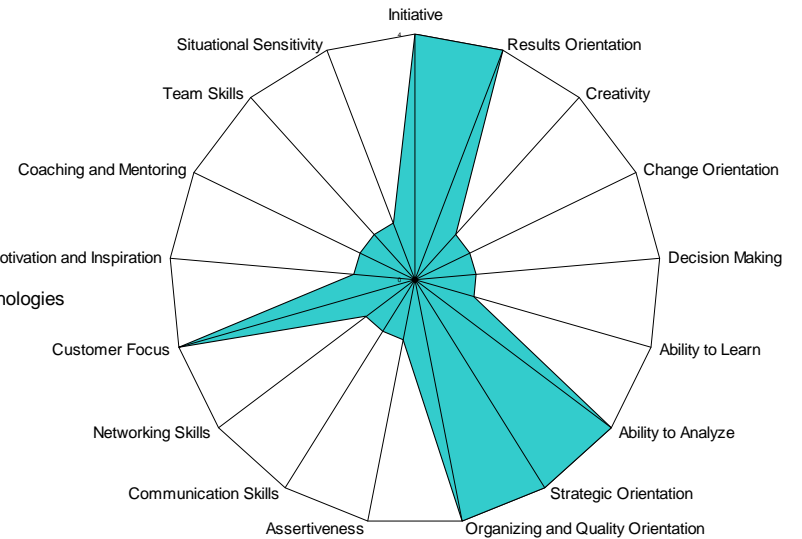
Production and Logistics: Transporting/Warehousing Coordinator

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Production and Logistics
Transporting/Warehousing Coordinator
Competency wheel: knowledge**



**Production and Logistics
Transporting/Warehousing Coordinator
Competency wheel: Capabilities**

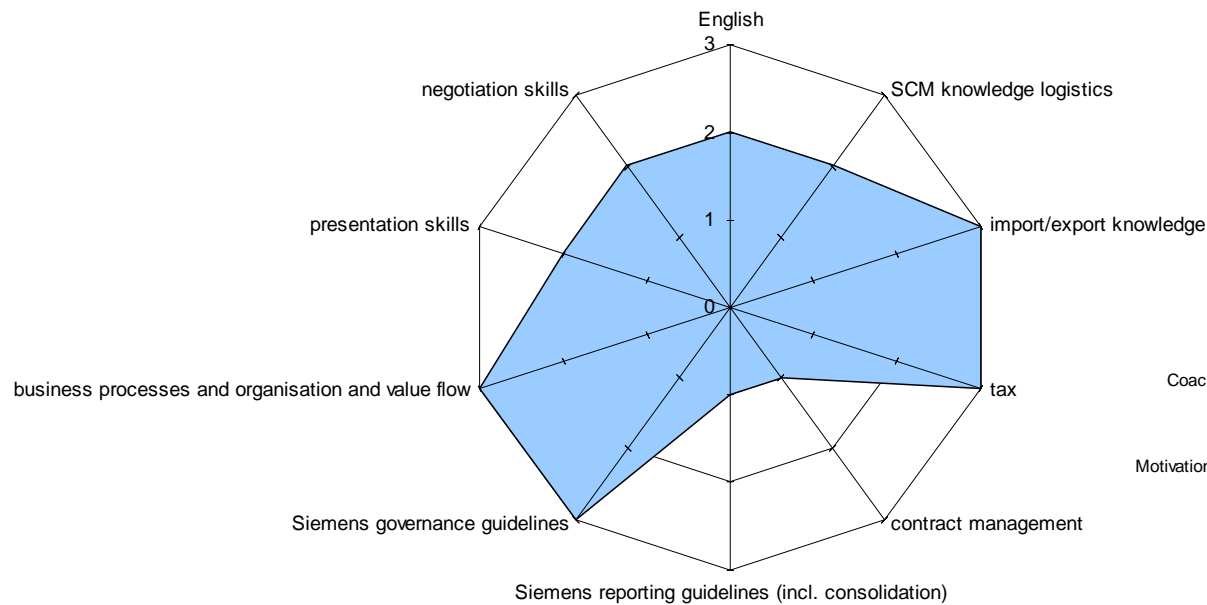


“Specialist” Profiles

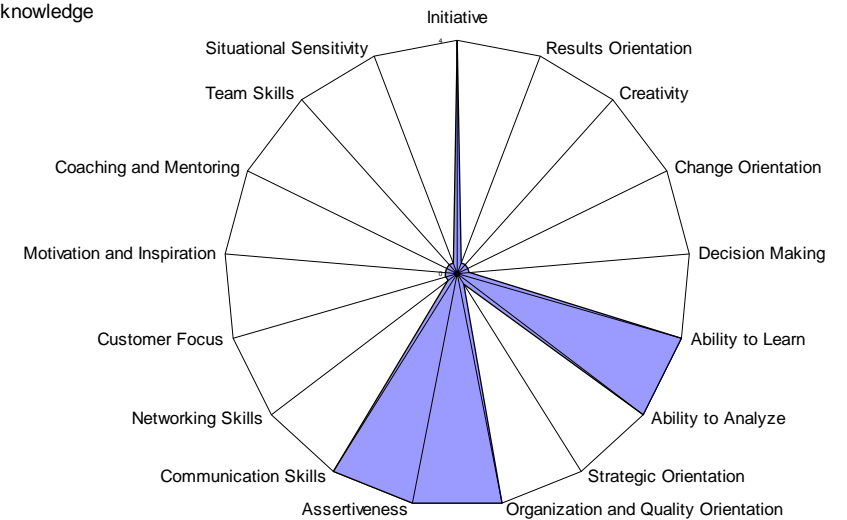
“Specialists”: Compliance Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Specialist Profile
Compliance Manager
Competency wheel: knowledge**



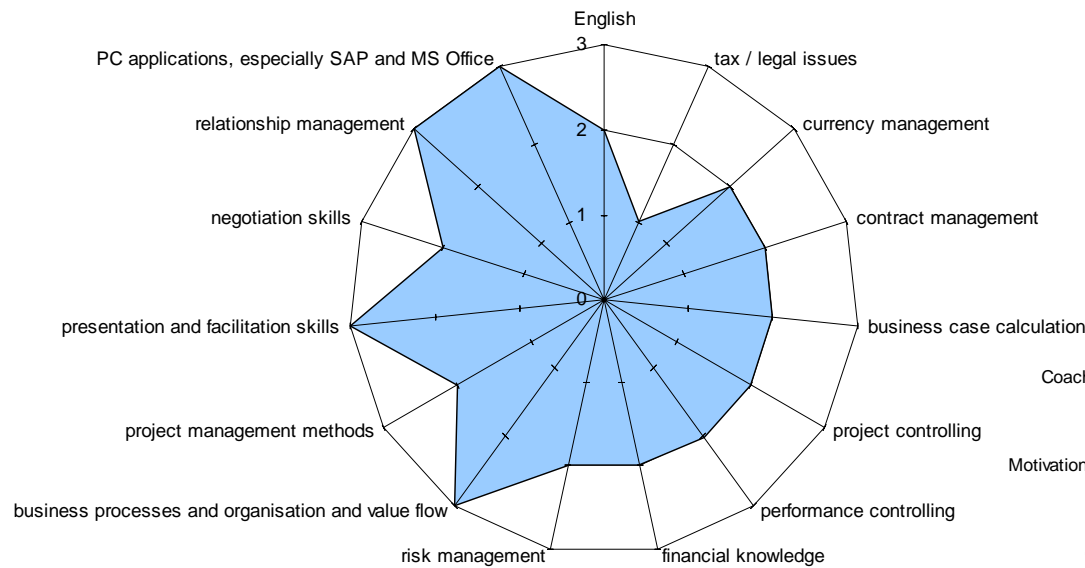
**Specialist Profiles
Compliance Manager
Competency wheel: Capabilities**



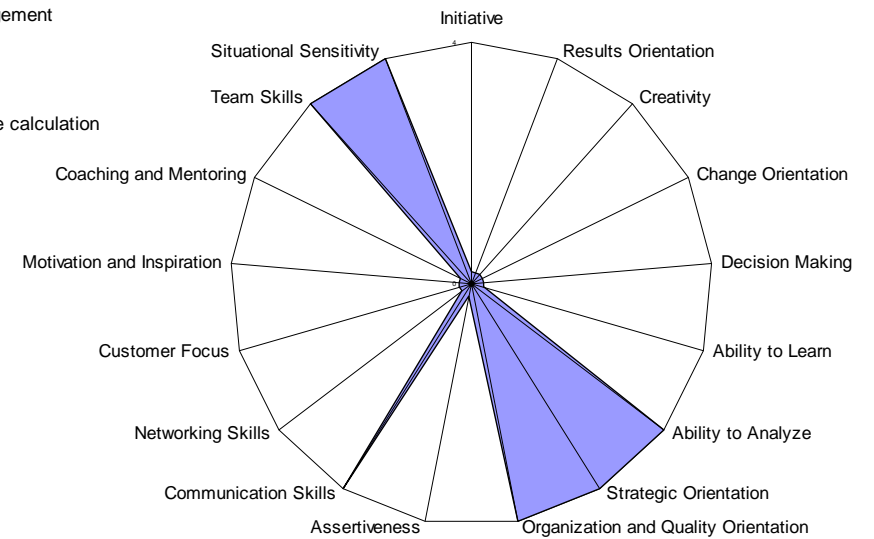
“Specialists”: Auditor

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

Specialist Profile
Auditor
Competency wheel: knowledge



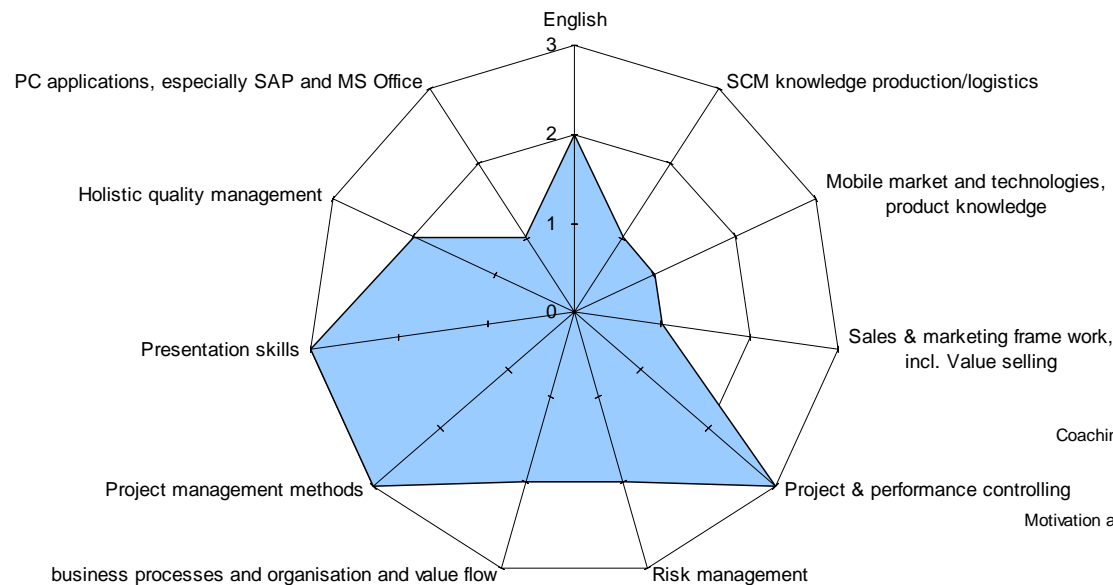
Specialist Profiles
Auditor
Competency wheel: Capabilities



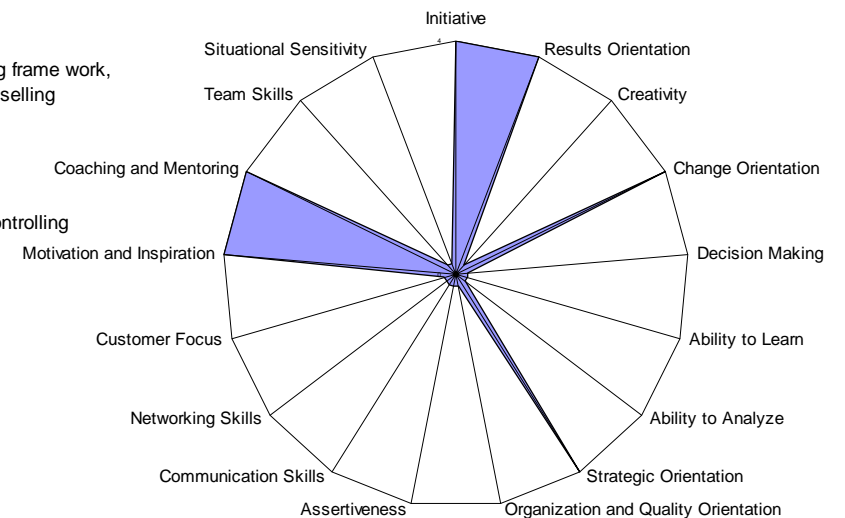
“Specialists”: Business Excellence Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

Specialist Profile
Business Excellence Manager
Competency wheel: knowledge



Specialist Profiles
Business Excellence Manager
Competency wheel: Capabilities

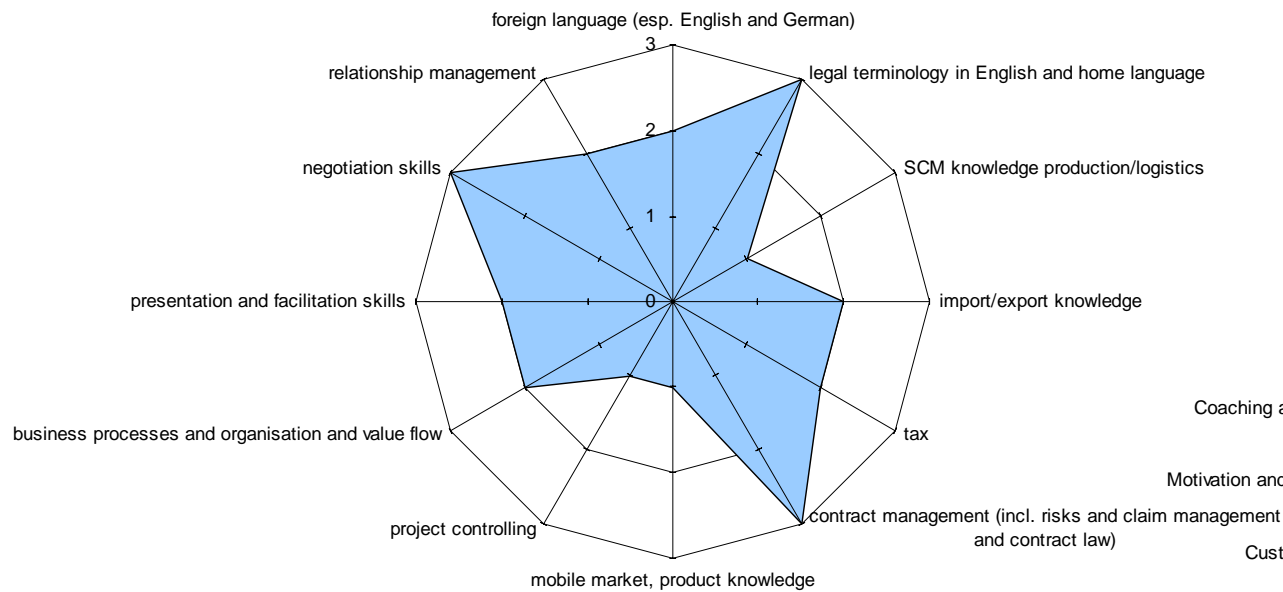


SIEMENS
mobile

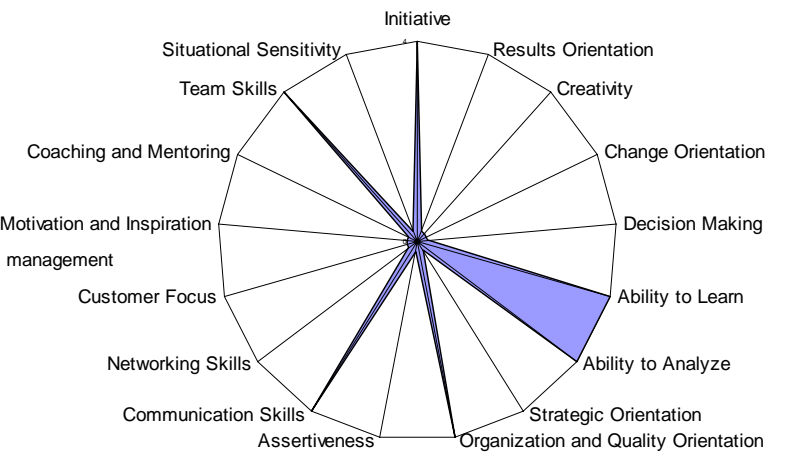
“Specialists”: Contract Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Specialist Profile
Contract Manager
Competency wheel: knowledge**



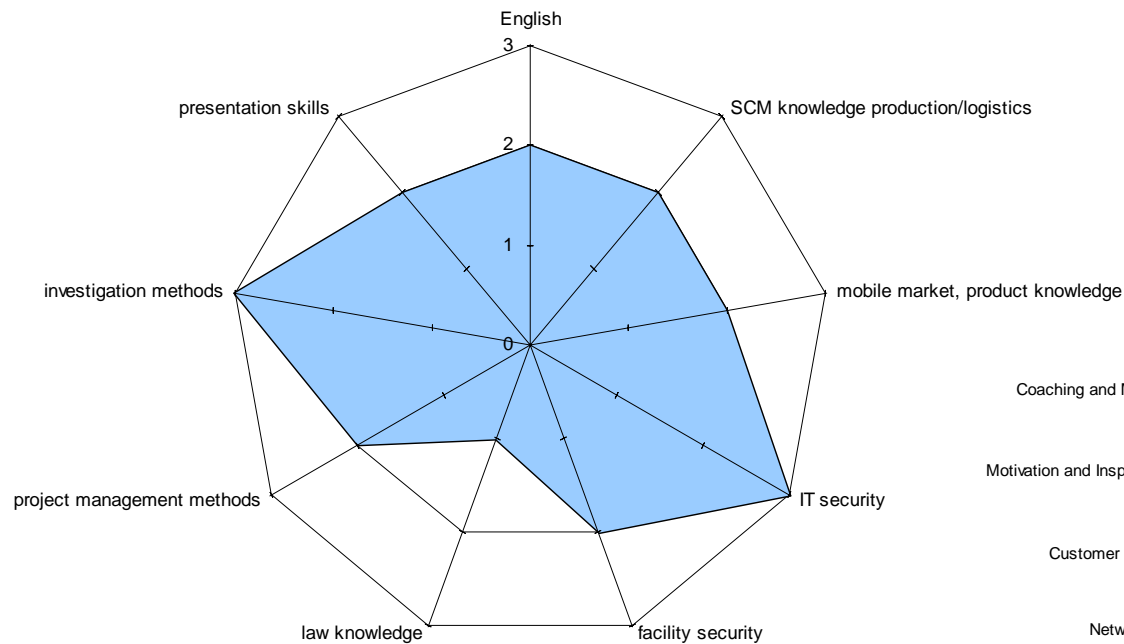
**Specialist Profiles
Contract Manager
Competency wheel: Capabilities**



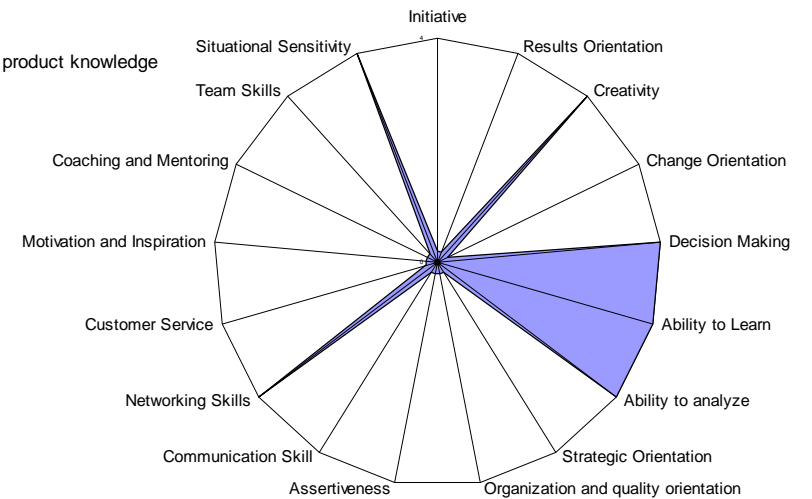
“Specialists”: Security and Investigation Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

Specialist Profile
SI Manager
Competency wheel: knowledge



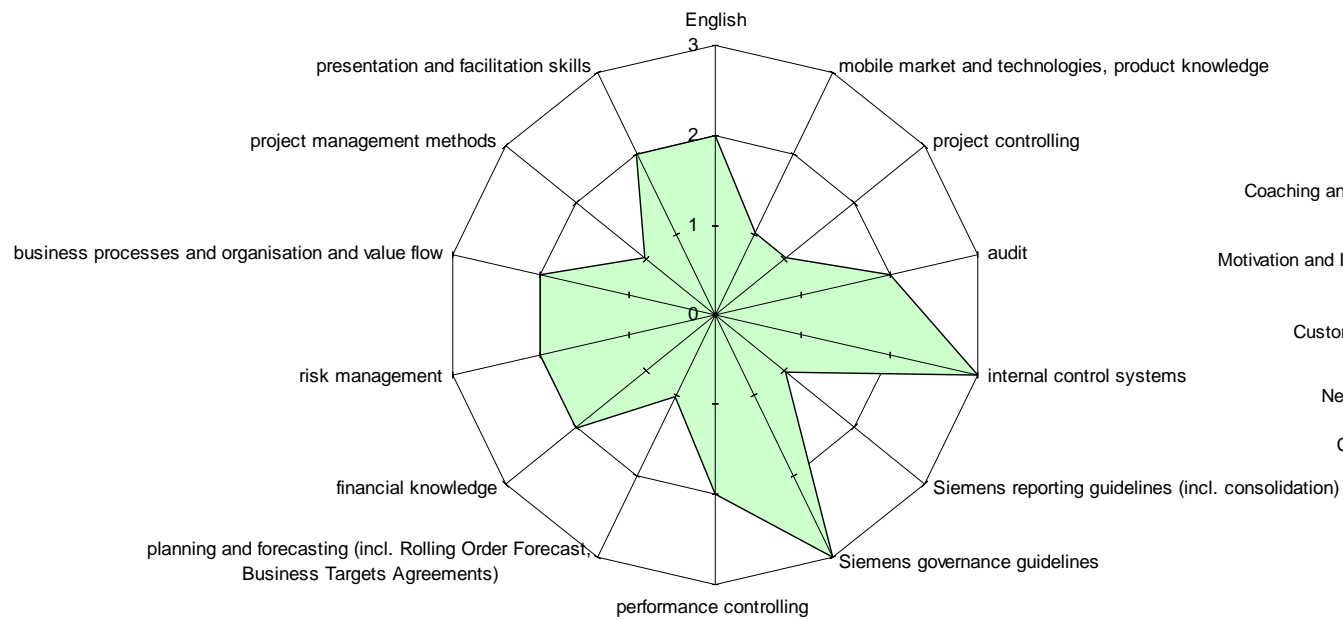
Specialist Profiles
SI Manager
Competency wheel: Capabilities



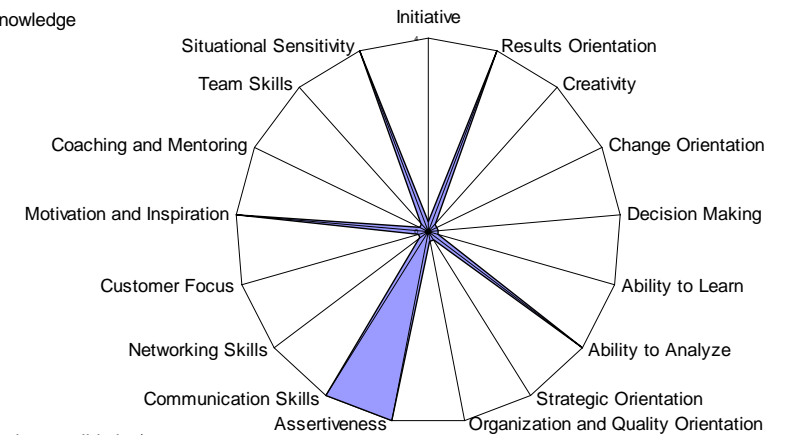
“Specialists”: Internal Control System Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Specialist Profile
ICS Manager
Competency wheel: knowledge**



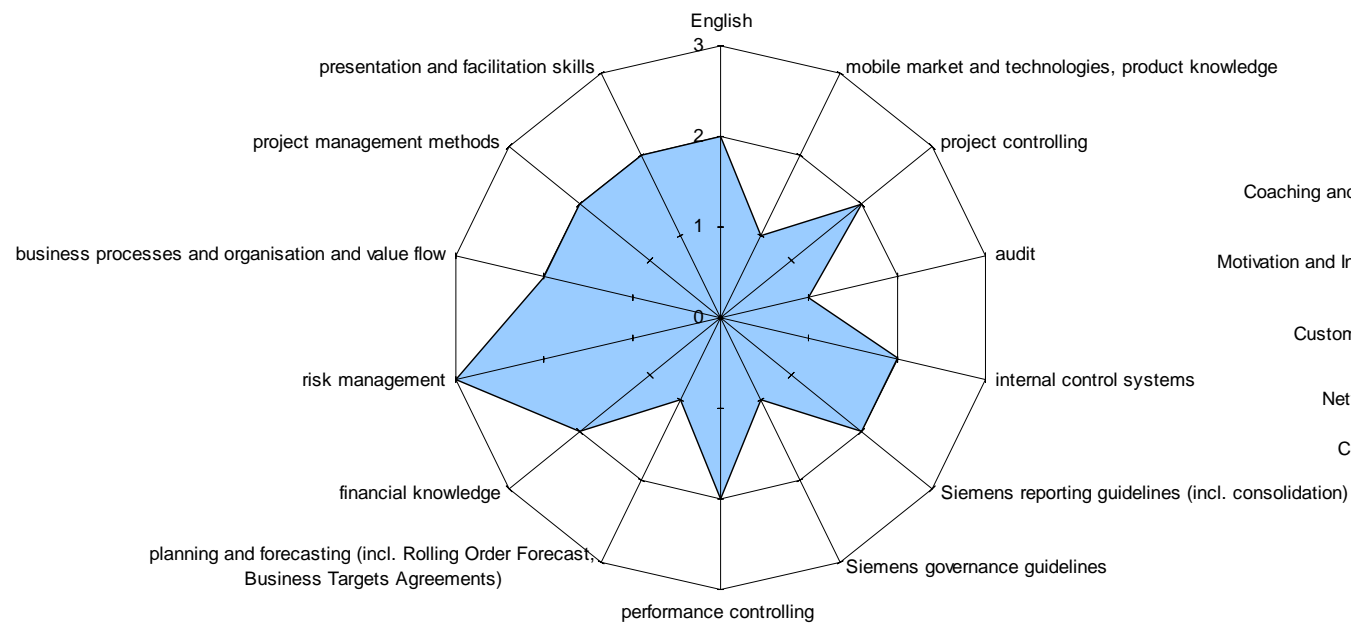
**Specialist Profiles
ICS Manager
Competency wheel: Capabilities**



“Specialists”: Risk Manager

Level:
0 = not relevant
1 = basic
2 = advanced
3 = expert

**Specialist Profile
Risk Manager**
Competency wheel: knowledge



**Specialist Profiles
Risk Manager**
Competency wheel: Capabilities

